

GRETCHEN WHITMER  
GOVERNOR



STATE OF MICHIGAN  
CIVIL SERVICE COMMISSION

COMMISSIONERS  
JANET McCLELLAND, CHAIR  
JASE BOLGER  
NICK CIARAMITARO  
JEFF STEFFEL

STATE PERSONNEL DIRECTOR  
JANINE M. WINTERS

**STATE PERSONNEL DIRECTOR OFFICIAL COMMUNICATION**  
**SPDOC No. 21-03**

TO: ALL APPOINTING AUTHORITIES, HUMAN RESOURCES OFFICERS,  
AND RECOGNIZED EMPLOYEE ORGANIZATIONS

FROM: JANINE M. WINTERS, STATE PERSONNEL DIRECTOR

DATE: JULY 16, 2021

SUBJECT: **PROPOSED AMENDMENTS TO RULES 2-7, 3-1, 3-2, 3-3, 3-8 AND 9-1**

A handwritten signature in cursive script that reads "Janine M. Winters".

**THIS DOCUMENT IS AVAILABLE UPON REQUEST IN ALTERNATIVE FORMATS.  
FOR FURTHER INFORMATION CALL (517) 284-0115.**

The commission has offered forms of veterans' preference since the 1940s. Currently, rule 3-8 authorizes potential new hires who are honorably discharged to use one of three preferences. Governor Whitmer has asked the commission to consider modifying its rule on veterans' preference to allow (1) servicemembers who have not yet been discharged to apply for preference, (2) current employees to use preference for promotional opportunities, (3) military retirees to qualify for preference, and (4) candidates to use more than one preference, if applicable. In drafting proposed rule revisions to address these requests, staff also identified potential reforms to the first type of veterans' preference, which has been unavailable since the commission stopped maintaining applicant pools in the 1990s. Staff has proposed additional changes to modernize this first form of preference, eliminate outdated references in the rules to Civil Service applicant pools, and make related housekeeping changes.

Comments on the proposed amendments may be sent to [MCSC-OGC@mi.gov](mailto:MCSC-OGC@mi.gov) or to Office of the General Counsel, Michigan Civil Service Commission, P.O. Box 30002, Lansing, Michigan, 48909. Written comments must be received by August 12, 2021.

Attachment