

Civil Service Commission

House General Government Subcommittee
February 18, 2020



Civil Service Commission Overview

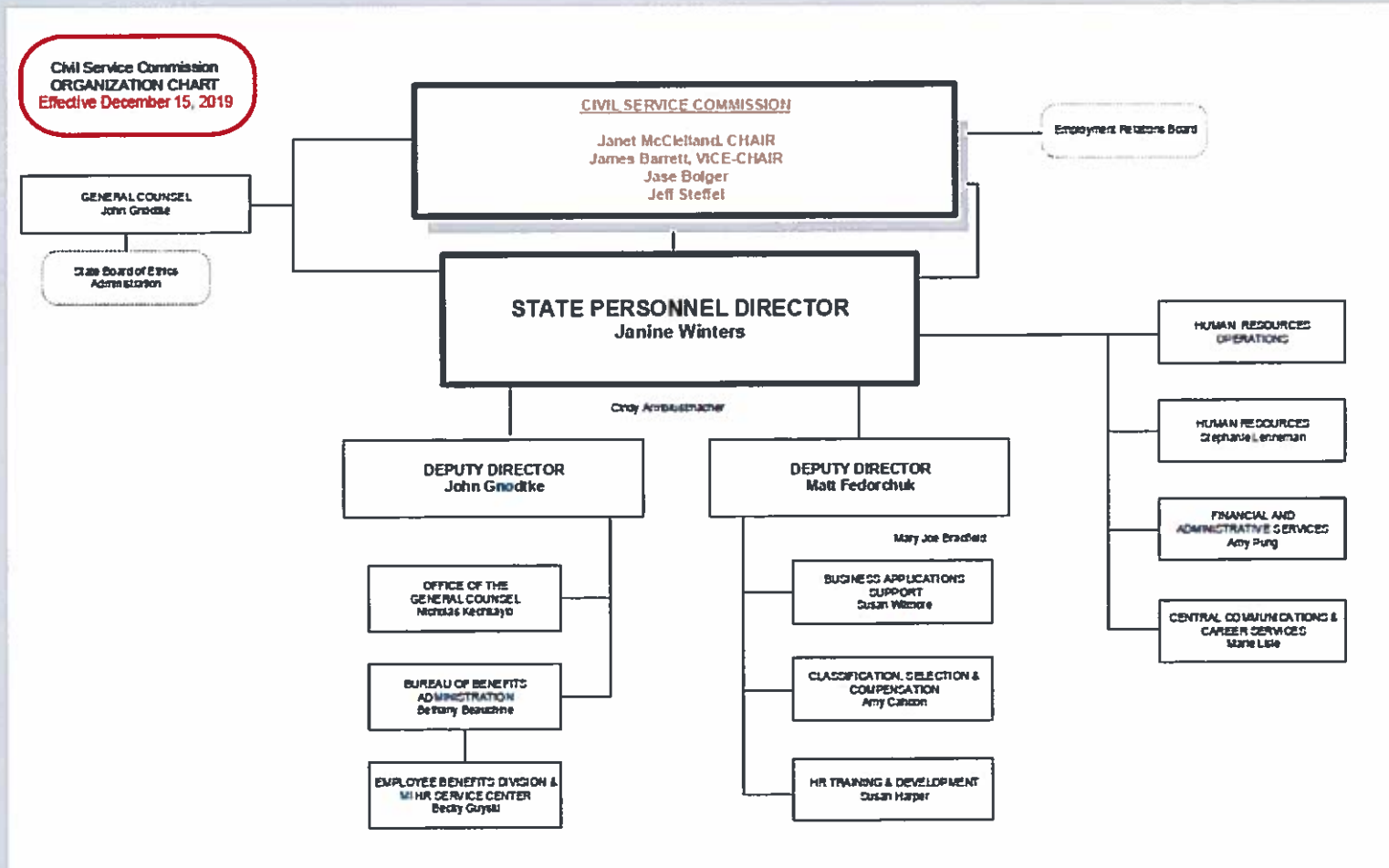
- Four members
- Governor-appointed
- Eight-year staggered terms
- Unpaid
- No more than two from one political party
- State Personnel Director and staff
- Article XI, Section 5 of the Michigan Constitution

Constitutional Mandates

(Article XI, Section 5 of the Michigan Constitution of 1963)

- Classify positions
- Fix rates of compensation
- Approve/disapprove personal services disbursements
- Determine candidate qualifications
- Make rules and regulations covering all personnel transactions
- Regulate conditions of employment
- Funding

Civil Service Commission Organizational Chart



Major Areas of Responsibility

- Human Resources Operations
- Classification, Selection, & Compensation
- Employee Benefits
- MI HR Service Center
- Disability Management
- Business Application Support
- Personal Services Review
- Human Resource Training & Development

Current Strategic Goals

- Provide ongoing comprehensive HR consulting services and technology to help our customers meet their goals by ensuring the state attracts, hires, and retains a diverse and effective workforce under the regulatory system established by the commission.
- Foster a culture of excellence through workplace learning and performance.
- Continue to develop and use leading-edge technology to facilitate the efficient delivery of excellent HR services covering the entire employee life-cycle. Provide field and central-office staff the training and tools needed to support standardized HR processes.

Fiscal Year 2021 Budget Recommendation

Fiscal Year 2020 Appropriation	\$ 74,170,800
Fiscal Year 2021 Executive Budget Recommendation	75,795,200
Adjustments	
Employee Economics	1,624,400
Appropriated from Interdepartmental Grant Revenues	
State Restricted Funds 1%	39,785,100
State Sponsored Group Insurance	11,042,400
State General Fund/General Purpose	24,967,700
Programs	
Agency Services	18,319,000
Executive Direction	10,492,600
Employee Benefits	7,846,700
Human Resources Operations	35,499,800
Information Technology Services and Projects	3,637,100



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