



Civil Service Commission

House Appropriations Subcommittee
March 2, 2016

Civil Service Commission Overview

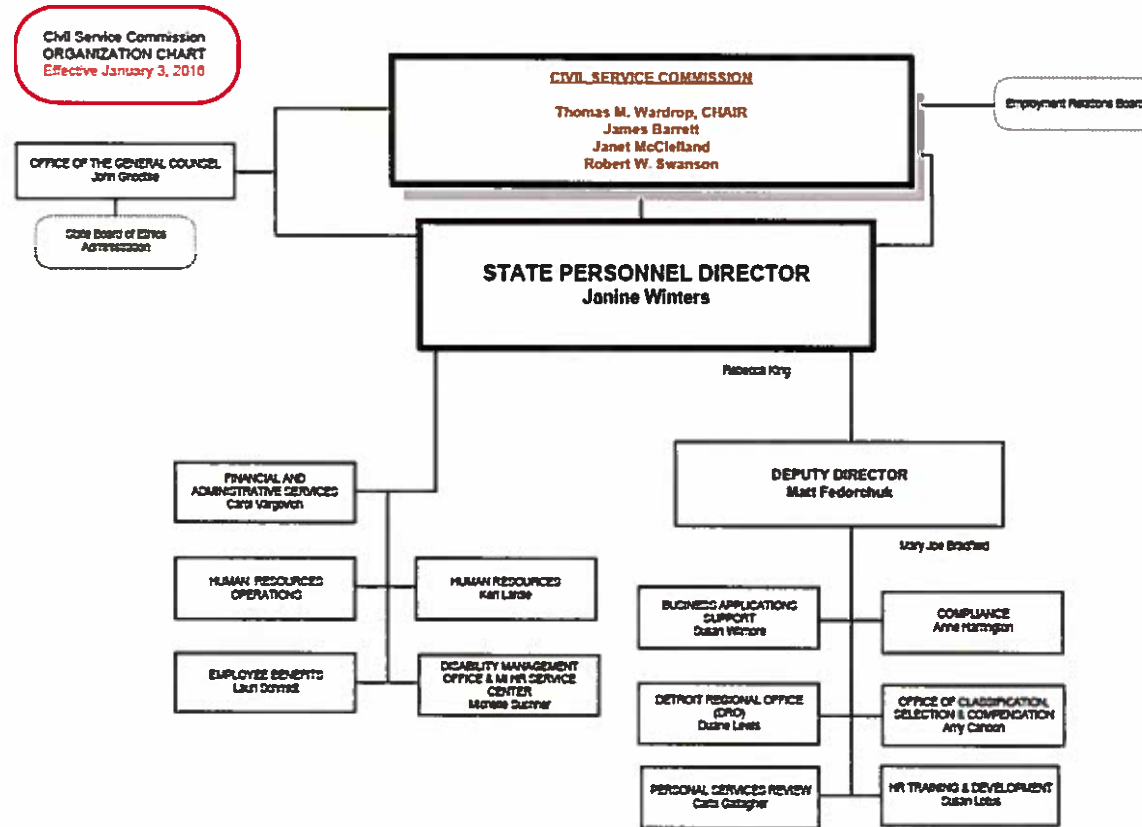
- Four members
- Appointed by the Governor
- Eight-year staggered terms
- Unpaid
- No more than two from one political party
- State Personnel Director and staff
- Article 11, Section 5, of the Michigan Constitution

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

Current Strategic Initiatives

- **HR Technology**

- Ongoing hardware and software upgrades
- Coordination with Project SIGMA
- ACA-related tracking, reporting and communication

- **Training**

- Management curriculum
- HR training (including enhanced military experience consideration)
- Statewide disability inclusion training
- Learning management system

- **Attracting and Retaining Talent**

- Assist agencies with the development of a pipeline of employees ready and able to assume leadership positions
- Address agency specific needs



Fiscal Year 2017 Budget Recommendation

Fiscal Year 2016 Appropriation	67,894,100
Fiscal Year 2017 Executive Budget Recommendation	69,518,800

Adjustments

Employee Economics	1,334,400
Transfer from Talent & Economic Development – 4 FTEs	710,000
Rebase Early Out 5 Year Payouts	-419,000
Training Revenue	-1,300,000
State Restricted 1 Percent	1,300,000

Appropriated from Interdepartmental Grant Revenues

State Restricted 1 Percent	39,294,700
State Sponsored Group Insurance	8,640,200
State General Fund/General Purpose	21,583,900

Programs

Agency Services	13,103,100
Executive Direction	8,894,300
Employee Benefits	5,704,000
Human Resources Operations	38,463,100
Information Technology Services and Projects	3,354,300





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