

Civil Service Commission

House General Government Subcommittee
April 16, 2019



Civil Service Commission Overview

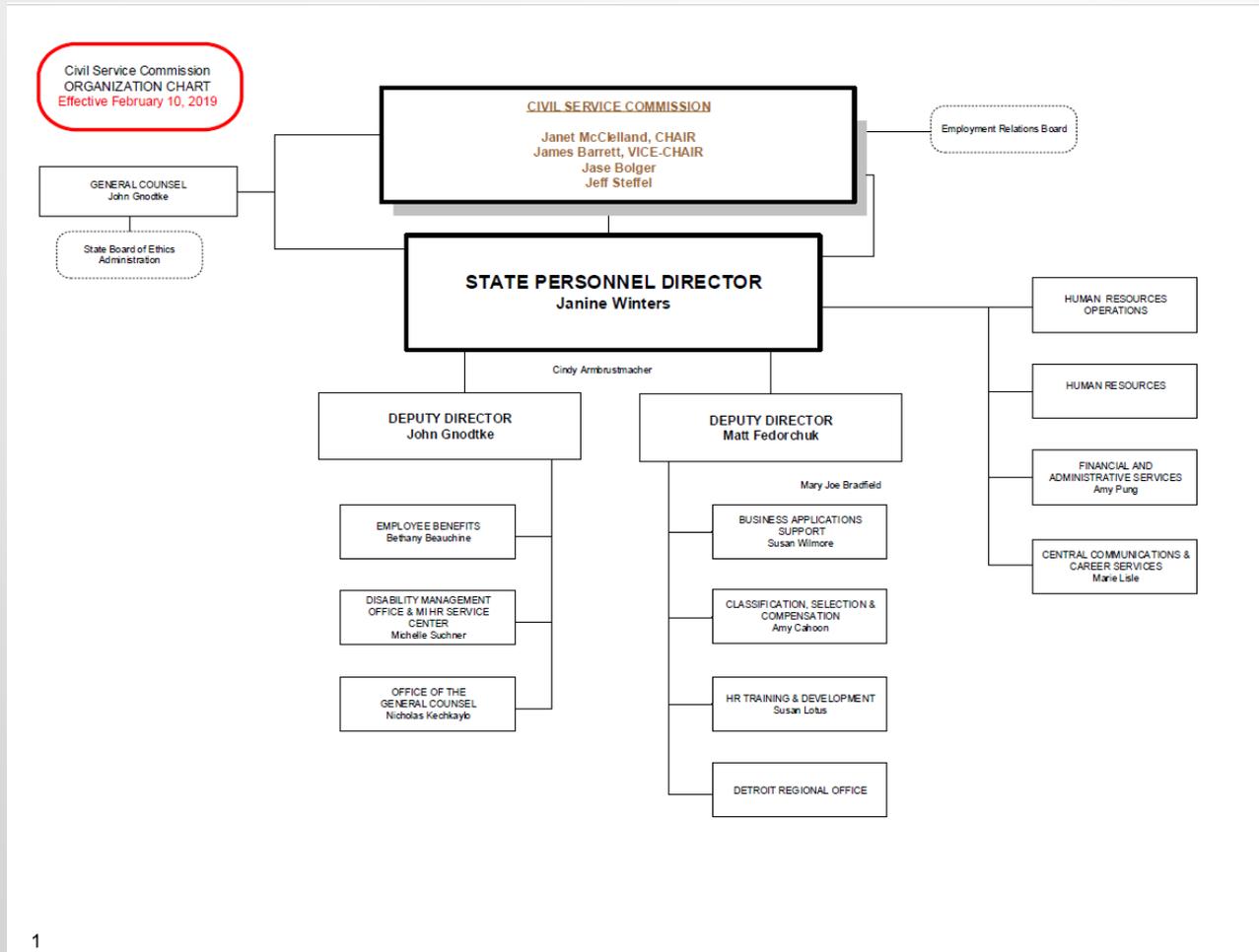
- Four members
- Governor-appointed
- Eight-year staggered terms
- Unpaid
- No more than two from one political party
- State Personnel Director and staff
- Article 11, Section 5, of the Michigan Constitution

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 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.
- 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.

Fiscal Year 2020 Budget Recommendation

Fiscal Year 2019 Appropriation	\$ 73,045,600
Fiscal Year 2020 Executive Budget Recommendation	74,170,800
Adjustments	
Employee Economics	1,125,200
Appropriated from Interdepartmental Grant Revenues	
State Restricted Funds 1%	38,918,500
State Sponsored Group Insurance	10,838,900
State General Fund/General Purpose	24,413,400
Programs	
Agency Services	17,957,800
Executive Direction	10,359,600
Employee Benefits	7,732,600
Human Resources Operations	34,578,800
Information Technology Services and Projects	3,542,000



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