

Michigan Civil Service Commission



House Appropriations Subcommittee
on General Government

February 20, 2024

Civil Service Commission Overview

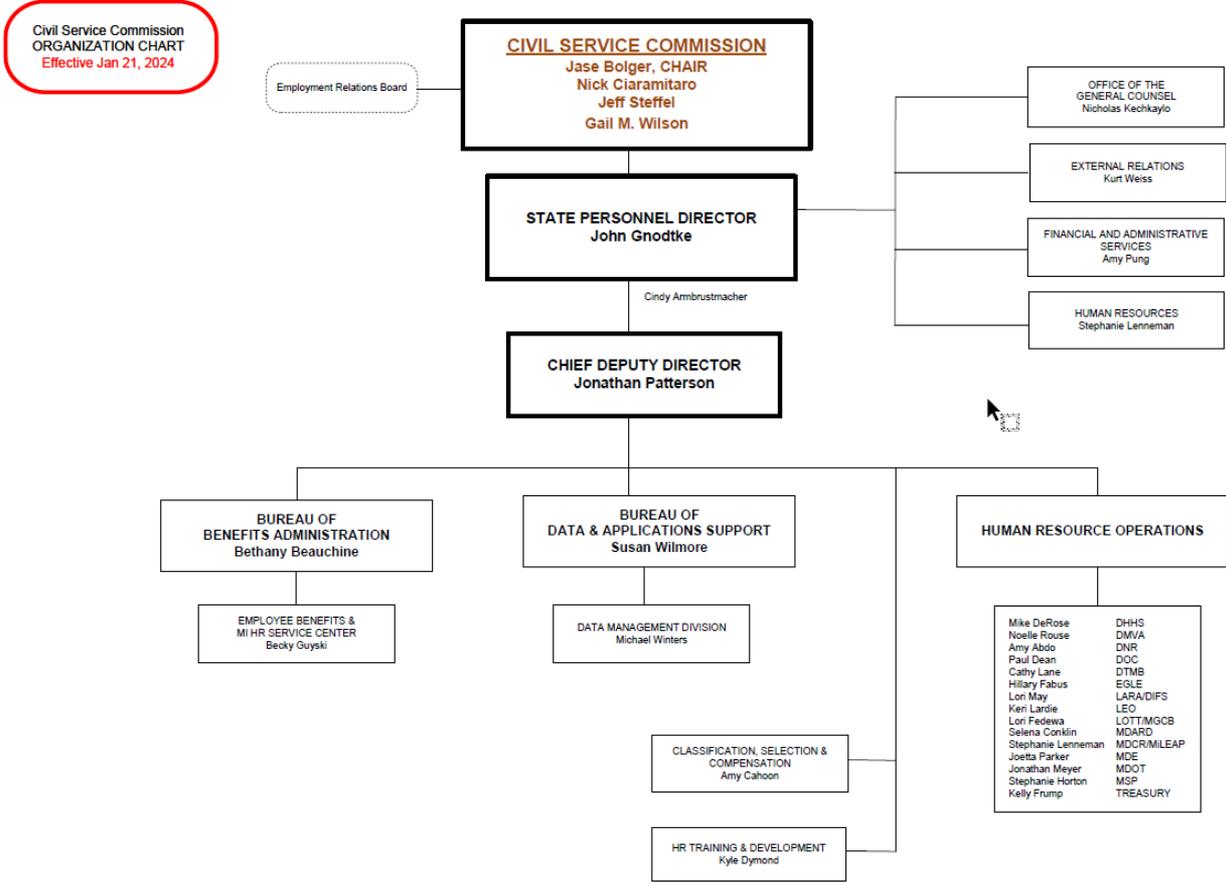
- Created in Article XI, § 5
- Four governor-appointed members
- Staggered eight-year terms
- Unpaid
- No more than two from a political party
- State personnel director and staff administer
- Guaranteed appropriation for core regulatory work

Constitutional Mandates

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

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

Civil Service Commission Organizational Chart



Major Areas of Responsibility

- Human Resources Operations
- Classification, Selection, & Compensation
- Benefits Administration
- Data and Application Support
- Human Resource Training & Development
- Compliance and Appeals

Fiscal Year 2025 Budget Recommendation

Fiscal Year 2024 Appropriation	\$ 76,340,300
One-Time Appropriation for Training	5,000,000
Fiscal Year 2025 Executive Budget Recommendation	\$ 78,028,800
One-Time Appropriation for FSA Dependent Care Match	31,500,000
Adjustments	
Employee Economics	1,688,500
Funding Sources	
State Restricted Funds 1%	30,922,700
State Restricted Indirect	10,023,700
State Sponsored Group Insurance	9,901,800
State General Fund/General Purpose	27,180,600
Programs	
Agency Services	17,997,000
Employee Benefits	6,554,700
Executive Direction	9,815,300
Human Resources Operations	39,015,900
Information Technology Services and Projects	4,645,900

Budget Requests for FY 2025

- MCSC has requested a continuation budget reflecting only basic changes to economics.
- The governor has also included \$31.5M for a Dependent Care Flexible Spending Account match program for state employees.
- The three-year program could match up to \$2,500 in employee contributions to accounts to pay qualifying care expenses.
- This was added to the MCSC budget based on our role administering the state's FSA program.
- The Office of State Employer will negotiate the program with unions, if adopted, and can answer any specific questions.

Questions

John Gnodtke
State Personnel Director

Jonathan Patterson
Chief Deputy Director

Amy Pung
Chief Financial Officer

