

# Michigan Civil Service Commission

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House Appropriations Subcommittee  
on General Government

March 14, 2023

# 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

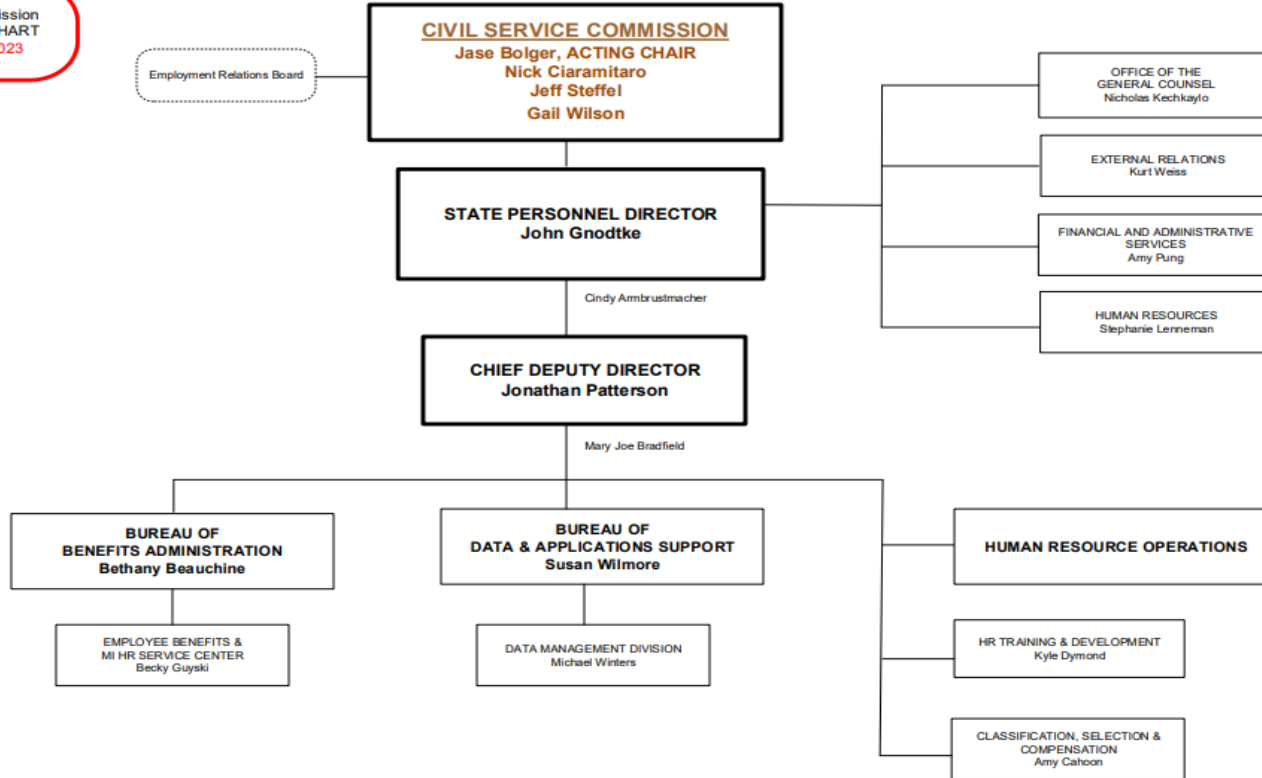
# Constitutional Mandates

(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

Civil Service Commission  
ORGANIZATION CHART  
Effective Jan 8, 2023



# Major Areas of Responsibility

- Human Resources Operations
- Classification, Selection, & Compensation
- Employee Benefits
- MI HR Service Center
- Disability Management
- Human Resource Training & Development
- Compliance Audits
- Data and Application Support

# New Budget Requests for FY 2024

- MCSC has requested 14 new FTEs under its line item to reduce time needed to fill positions (\$1.9M)
- Since HR consolidation in 2008, we have fewer FTEs for HR operations, but turnover rate and resulting vacancies have more than doubled.
- Agencies have indicated that hiring delays hamper operations and have requested additional HR staffing, which led to the request.
- The Office of the State Employer (OSE) separately requested \$5M for Next Generation Manager Training.
- This was added to the MCSC budget, as during prior administrations, based on our existing training infrastructure.

# Fiscal Year 2024 Budget Recommendation

Fiscal Year 2023 Appropriation **\$ 76,193,600**

Fiscal Year 2024 Executive Budget Recommendation **\$76,340,300**

## Adjustments

Increased Staffing for Human Resources **1,931,400**

Reduce restricted funding to align authorization w/spending **(1,500,000)**

Employee Economics **(284,700)**

## Funding Sources

State Restricted Funds 1% **30,922,700**

State Restricted Indirect **9,752,900**

State Sponsored Group Insurance **9,666,800**

State General Fund/General Purpose **25,997,900**

## Programs

Agency Services **17,666,600**

Executive Direction **10,160,900**

Employee Benefits **6,425,700**

Human Resources Operations **37,983,100**

Information Technology Services and Projects **4,104,000**

# Thank You!

John Gnodtke  
State Personnel Director

Jonathan Patterson  
Chief Deputy Director

Amy Pung  
Chief Financial Officer

