



Civil Service Commission

HOUSE GENERAL GOVERNMENT SUBCOMMITTEE
MARCH 13, 2018

Civil Service Commission Overview

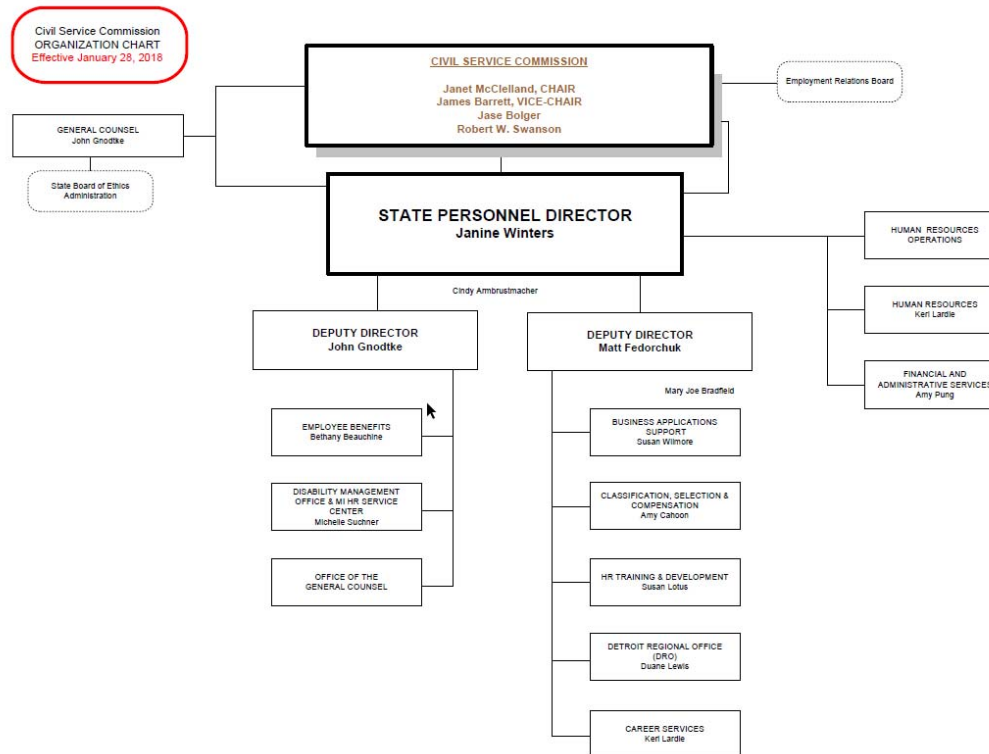
- Four members
- Appointed by the Governor
- Eight-year staggered terms
- Unpaid
- No more than two from one political party
- State Personnel Director and staff
- Article 11, Section 5, of the Michigan Constitution

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 Goals & Strategic Initiatives

Goal 1: 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.

- Recruitment
- Classification, Selection, and Compensation
- Onboarding
- Electronic Personnel Files
- Compliance
- Service Level Agreements

Current Goals & Strategic Initiatives

Goal 2: Foster a culture of excellence through workplace learning and performance.

- Performance Management
- Employee Development
- Learning Management
- Career Development
- Employee Engagement

Current Goals & Strategic Initiatives

Goal 3: Continue to develop and use leading-edge technology to facilitate the efficient delivery of excellent HR services covering the entire employee life-cycle. Provide MCSC field and central office staff the training and tools needed to support standardized HR processes.

- Upgrade HRMN to INFOR 10x
- Learning Management System Expansion
- NEOGOV Performance Management
- NEOGOV Onboarding
- HR-Manager Expansion For Electronic Personnel Files
- Business Process Reviews
- Call Center Technology Update
- Impact of Cloud Technology

Fiscal Year 2019 Budget Recommendation

Fiscal Year 2018 Appropriation	71,992,700
Fiscal Year 2019 Executive Budget Recommendation	73,045,600
Adjustments	
Employee Economics	1,052,900
Appropriated from Interdepartmental Grant Revenues	
State Restricted Funds 1%	38,350,000
State Sponsored Group Insurance	10,742,800
State General Fund/General Purpose	23,952,800
Programs	
Agency Services	13,345,100
Executive Direction	9,518,800
Employee Benefits	7,683,200
Human Resources Operations	39,013,800
Information Technology Services and Projects	3,484,700



Amy Pung, Chief Financial Officer
Matthew Fedorchuk, Deputy Director
March 13, 2018