

Michigan State Employees Coalition



Council 25



Local 517M



Local 526M



MSEA/Local 5



Local 6000

January 30, 2012
Via Electronic Mail

Mr. Jeremy Stephens
State Personnel Director
Michigan Civil Service Commission
Capitol Commons Center
400 S. Pine Street
Lansing, MI 48913

Dear Mr. Stephens:

We have reviewed your report to Governor Snyder regarding “span of control” ratios in Michigan’s classified service. While we initially welcomed Civil Service staff examination of this issue as raised in our “New Solutions for Michigan” report, we were disappointed and dismayed by the released report’s superficial defense of the status quo in State government enterprise organization and the apparently calculated failure to acknowledge the State’s labor unions as being stakeholders in a continuing review process that Civil Service admitted as being necessary and overdue.

While we stand by our report’s findings and recognize that calculation methods and data can vary, it is improper to draw an overall conclusion that Michigan’s “span of control” is optimum, or even adequate, as your report does.

“New Solutions for Michigan” concludes that Michigan can – and must – do better to strive for smarter government employee allocation across the State executive branch of government. While the Civil Service “span of control” report focused on justifying Michigan’s current numbers as acceptable because Michigan is nearly at the mean compared to other states, it failed to discuss in any meaningful way – as “New Solutions for Michigan” does – how we can work together to be *best in class*, not just “good enough.”

As “New Solutions for Michigan” noted – and a point which your report to Governor Snyder failed to acknowledge – for the past 30 years, Civil Service has not had a plan in place to examine “span of control” issues now inherent in the many layers of the classified service. If “New Solutions for Michigan” has done nothing but shine a light on this lack of workforce strategic planning and provoke a thoughtful response to examine and take action with stakeholder input, we will consider “New Solutions for Michigan” to be an unqualified success in opening the dialogue on this overlooked issue of enacting true government reform for continued improvement and efficiency.

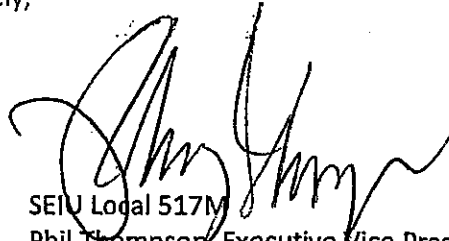
That is why we will be pushing Civil Service to shift its current mindset from defending the status quo to striving to be *best in class*, and you can be sure that we will be at the table to raise and explore the issues first raised by labor in the "New Solutions for Michigan" report.

We look forward to working with Civil Service staff, the Office of the State Employer, and all other stakeholders in crafting a plan for appropriate staff-to-management ratios throughout State government and will be contacting your office soon to inquire about instituting a collaborative, transparent, ongoing process. We know that by working together and challenging each other to look deeper at these issues rather than defend the status quo, we will become *best in class*.

Sincerely,



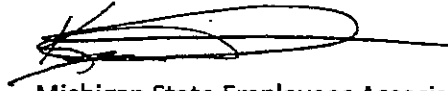
International Union, UAW
Cindy Estrada, Vice President



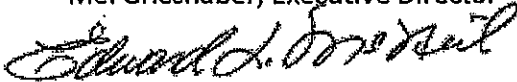
SEIU Local 517M
Phil Thompson, Executive Vice President



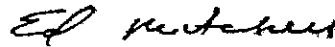
Michigan Corrections Organization
Mel Grieshaber, Executive Director



Michigan State Employees Association
Ken Moore, President



Michigan AFSCME
Ed McNeil, Special Assistant to the President



UAW Local 6000
Ed Mitchell, President

CE:dh

opeiu494

cc: James Barrett
Charles Blockett, Jr.
Dennis Muchmore
Gov. Rick Snyder
Richard W. Swanson
Thomas M. (Mac) Wardrop
Janine Winters