

HOUSE BILL No. 5720

December 18, 2009, Introduced by Reps. Walsh, Knollenberg, Scripps, Haines, Moss, Marleau, Haugh, Agema and Denby and referred to the Committee on Government Operations.

A bill to consolidate certain state human resource operations in the department of management and budget; to create certain offices; and to impose certain duties and responsibilities on certain state officials and employees.

THE PEOPLE OF THE STATE OF MICHIGAN ENACT:

1 Sec. 1. This act shall be known and may be cited as the
2 "consolidated human resource operations act".

3 Sec. 2. As used in this act:

4 (a) "Department" means the department of management and
5 budget.

6 (b) "Executive branch" means the executive branch of state
7 government, excluding the department of attorney general and the

1 department of state.

2 (c) "Office" means the office of human resource operations
3 created in the department.

4 (d) "State personnel director" means the principal executive
5 officer of the civil service commission.

6 Sec. 3. (1) The office of human resource operations is created
7 within the department. The office shall be headed by the state
8 personnel director.

9 (2) The office shall lead state efforts to consolidate and
10 reorganize all human resource operations within the executive
11 branch into the office. Upon completion of the consolidation and
12 reorganization, all human resource operations authority, power,
13 duties, functions, responsibilities, personnel, equipment, and
14 budgeting resources in the executive branch, including payroll and
15 benefit administration shall be conducted by the office.

16 Sec. 4. Not later than 120 days after the effective date of
17 this act, the state personnel director shall create, develop, and
18 implement a business plan and otherwise assist the office in
19 consolidating and reorganizing all human resource operations in the
20 executive branch into the office not later than September 30, 2010.
21 The business plan shall outline and describe the duties,
22 responsibilities, authority, powers, functions, personnel,
23 equipment, and budgetary resources involved in the human resource
24 operation of the executive branch as they are consolidated and
25 reorganized into the office and specifically describe how
26 redundancies shall be eliminated and how efficiencies shall be
27 increased. The business plan shall also include a timetable for the

1 consolidation and reorganization and an organizational chart of
2 human resource operations in the executive branch as they are
3 consolidated and reorganized into the office.

4 Sec. 5. Not later than September 30, 2010, the office shall do
5 all of the following:

6 (a) The office shall develop standard operating procedures and
7 policies that all executive branch human resource employees shall
8 follow as they conduct their human resource activities.

9 (b) The office shall develop service level agreements within
10 the executive branch to ensure quality human resource services.

11 (c) The office shall determine the true costs of providing
12 human resource services before the consolidation and
13 reorganization.

14 (d) The office shall develop and use specific measurements to
15 determine the true costs of human resource services after the
16 consolidation and reorganization. As used in this subdivision,
17 "true costs" means the total monetary value of all personnel,
18 equipment, software, hardware, supplies, services, utilities,
19 postage, rent, and time and attendance collection of the
20 department.

21 Sec. 6. All executive branch departments and state agencies
22 shall cooperate with the office in completing its mission of
23 providing quality human resource services.

24 Sec. 7. (1) The state personnel director shall provide the
25 house government operating committee and the senate government
26 operations and reform committee with a report as to progress of
27 consolidating and reorganizing human resource operations in the

1 office every 3 months beginning 3 months after the effective date
2 of this act until completion of the consolidation and
3 reorganization.

4 (2) Upon completion of the consolidation and reorganization,
5 the state personnel director shall provide the house government
6 operations committee and the senate government operations and
7 reform committee with a report on the total savings achieved, the
8 reduction in state employees, if any, due to the consolidation and
9 reorganization, and the current status of human resource services
10 in the office every 6 months for 18 months following consolidation
11 and reorganization.