

# SENATE BILL NO. 496

September 14, 2023, Introduced by Senator ALBERT and referred to the Committee on Labor.

A bill to require certain bonus payments to certain qualified employees; and to provide for the powers and duties of certain state and local governmental officers and entities.

**THE PEOPLE OF THE STATE OF MICHIGAN ENACT:**

1           Sec. 1. This act may be cited as the "state employee critical  
2 shortage retention program act".

3           Sec. 3. As used in this act:

4           (a) "Qualified employee" means any of the following:

5           (i) A conservation officer as that term is defined in section

1 1b of the state employee's retirement act, 1943 PA 240, MCL 38.1b.

2 (ii) A position in the classified civil service with a  
3 classification of any of the following:

4 (A) A position described in section 45(a) (i) or (iv) of the  
5 state employee's retirement act, 1943 PA 240, MCL 38.45.

6 (B) Corrections resident representative.

7 (C) Corrections transportation officer.

8 (D) Special alternative incarceration officer.

9 (iii) A state police motor carrier or Michigan state police  
10 properties securities officer.

11 (b) "Qualified employer" means any of the following, as  
12 applicable:

13 (i) The department of state police.

14 (ii) The department of corrections.

15 (iii) The department of health and human services.

16 (iv) The department of natural resources.

17 (v) The department of environment, Great Lakes, and energy.

18 Sec. 5. (1) A qualified employer shall pay, as a bonus  
19 payment, to a qualified employee as follows:

20 (a) Five thousand dollars if the qualified employee completes  
21 2 years of service during the period that begins on the effective  
22 date of this act and before September 30, 2026.

23 (b) If the qualified employee completes 2 years of service as  
24 described in subdivision (a), an additional \$5,000.00 if the  
25 qualified employee completes an additional 2 years of service  
26 before September 30, 2028.

27 (2) A bonus payment made by a qualified employer under this  
28 act must not exceed \$10,000.00.

29 Enacting section 1. This act does not take effect unless

**1** Senate Bill No.\_\_\_\_ or House Bill No.\_\_\_\_ (request no. 04198'23) of  
**2** the 102nd Legislature is enacted into law.