April 16, 2020

Mary Engelman
Michigan Department of Civil Rights
3054 W. Grand Boulevard, Suite 3-600
Detroit, MI 48202

Director Engelman,

Thank you for all your efforts as we get through COVID-19. I know that you have a dedicated staff of employees who are working to ensure that essential state government functions continue throughout this time.

In your role as Director, you have the responsibility to ensure that if your workforce is being compensated, that they are performing the work they are being compensated for. Now that many state work functions have been moved to a work-from-home format, we are interested in how supervision of these remote employees is being conducted.

To that end, please provide the following information:

1) What new methods are you using to help your employees fulfill their duties while working from home, and have you had to address any issues of employees not fulfilling their duties?
2) How are you monitoring employee work hours and have you seen an increase or decrease in hours worked?
3) What metrics are being used to measure performance and have you seen increases or decreases in productivity?
4) Have you seen a reduction or increase in service demand and has there been consideration of reducing workforce due to potential revenue declines?
5) Has there been any consideration of repurposing some of your employees to other duties within your department to manage the new workflow created from the stay at home order?

The House Appropriations Committee looks forward to your response by Monday, April 27, and thanks you for your continued service to the state of Michigan.

Sincerely,

Rep. Shane Hernandez
Chair, House Appropriations Committee