

By: Senator(s) Smith

To: Finance

SENATE BILL NO. 2396

1 AN ACT ENTITLED THE "STATE EMPLOYEE MANAGEMENT TRAINING ACT";
 2 TO ESTABLISH THE MISSISSIPPI MANAGEMENT TRAINING PROGRAM TO BE
 3 ADMINISTERED BY THE STATE PERSONNEL BOARD FOR THE PURPOSES OF
 4 PROVIDING MANAGEMENT TRAINING TO STATE SUPERVISORY PERSONNEL; TO
 5 PROVIDE FOR AN OVERALL PLAN TO BE DEVELOPED AND MAINTAINED BY THE
 6 STATE PERSONNEL BOARD TO CONSIST OF THE PROGRAMS AND ACTIVITIES
 7 NECESSARY TO FULLY DEVELOP MANAGEMENT TRAINING FOR STATE
 8 GOVERNMENT PERSONNEL; TO REQUIRE ALL SUPERVISORIAL EMPLOYEES TO
 9 PARTICIPATE IN THE BASIC SUPERVISORY TRAINING COURSE WITHIN A
 10 CERTAIN PERIOD OF TIME; TO AUTHORIZE THE ADMINISTRATIVE HEAD OF AN
 11 AGENCY TO EXEMPT ANY EMPLOYEE FROM THE REQUIREMENT OF MANAGEMENT
 12 TRAINING; TO AUTHORIZE EDUCATIONAL BENCHMARK AWARDS UPON
 13 SUCCESSFUL COMPLETION OF THE BASIC SUPERVISORY TRAINING COURSE; TO
 14 ESTABLISH REPORTING REQUIREMENTS FOR STATE AGENCIES AND THE STATE
 15 PERSONNEL BOARD; AND FOR RELATED PURPOSES.

16 BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF MISSISSIPPI:

17 SECTION 1. (1) This section shall be known and may be cited
 18 as the "State Employee Management Training Act."

19 (2) It is the intent of the Legislature to enable every
 20 manager in state government to receive training in the basic
 21 management functions required in order to ensure the fulfillment
 22 of the missions of state agencies. Such management functions
 23 shall include but not be limited to management of human resources,
 24 material resources and fiscal resources; organization of state
 25 government; decision-making skills; and problem-solving skills.

26 (3) There is hereby established a management training
 27 program for state employees to be administered by the State
 28 Personnel Board for the purposes of increasing efficiency and
 29 economy in government departments by improving the management
 30 functions of agencies. The State Personnel Board shall provide an
 31 overall plan for coordination and implementation of educational
 32 programs in the area of management training for state employees.
 33 Such plan shall be developed with full recognition of the



34 requirements and needs of state agencies and shall include but not
35 be limited to the following:

36 (a) Basic Supervisory Training Course. This program
37 shall be administered by the State Personnel Board, which shall
38 develop appropriate program policies and procedures for
39 participation.

40 (b) Certified Public Manager Program. This program
41 shall be administered by the State Personnel Board, which shall
42 develop appropriate program policies and procedures for
43 participation.

44 (c) Executive Seminars. Seminars on topics of interest
45 to executive-level public managers and elected officials shall be
46 provided in a variety of time-frames and formats throughout the
47 year. This advanced training shall be conducted by the John C.
48 Stennis Institute of Government at Mississippi State University.

49 (4) It is the intent of the Legislature to provide
50 incentives for the successful completion of the various levels of
51 management training provided to state employees. Upon completion
52 of the Basic Supervisory Training Course, participants shall be
53 eligible for an educational benchmark award, the benefits of which
54 shall be determined by the State Personnel Board. Upon completion
55 of Levels I through III and additional program requirements of the
56 Certified Public Manager Program, participants shall be eligible
57 for an educational benchmark award, the benefits of which shall be
58 determined by the State Personnel Board. Upon completion of
59 Levels IV through VI and additional program requirements of the
60 Certified Public Manager Program, participants shall be eligible
61 for an educational benchmark award, the benefits of which shall be
62 determined by the State Personnel Board.

63 (5) All state and nonstate service employees who are
64 appointed after July 1, 2001, to a supervisory or management
65 position shall participate in the Basic Supervisory Training
66 Course within eighteen (18) months from the date of initial



67 appointment. All state and nonstate service employees who were
68 appointed before July 1, 2001, to a supervisory or management
69 position shall participate in the Basic Supervisory Training
70 Course within three (3) years of the State Personnel Board's
71 implementation of the Management Training Program. However, the
72 administrative head of an agency may propose to exempt any
73 employee from the requirement of management training by sending a
74 written request for such exemption to the state personnel
75 director. The State Personnel Board is authorized to promulgate
76 rules and regulations which set forth the criteria by which the
77 state personnel director may exempt an employee from the
78 requirement of management training.

79 (6) The State Personnel Board shall conduct an annual
80 assessment of the overall need for management training in state
81 agencies, which shall include training needs identified by
82 executive heads of agencies. Based on its assessment, the board
83 shall develop performance objectives for the Management Training
84 Program expressed as measurable outputs and outcomes. Such
85 performance objectives shall include: (a) training outputs which
86 express the increases in skills, knowledge and ability gained in
87 the training; and (b) management outcomes which express
88 improvements in public administration in the State of Mississippi
89 due to the program. The board shall annually measure the outputs
90 and outcomes and revise its performance objectives for the
91 Management Training Program as necessary.

92 (7) On July 1 of each year, all state agencies shall submit
93 to the State Personnel Board a report which includes information
94 as specified by the State Personnel Board pertaining to the amount
95 of funds spent on management training.

96 (8) The State Personnel Board shall annually submit to the
97 Legislature a report on the following: (a) the amount of funds
98 spent on management training by each state agency; and (b) the



99 effectiveness of the Management Training Program for each state
100 agency as measured by the board's performance objectives.

101 (9) This section shall stand repealed from and after July 1,
102 2006.

103 SECTION 2. This act shall take effect and be in force from
104 and after its passage.

