SENATE BILL NO. 2396

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

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

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

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

(3) There is hereby established a management training
program for state employees to be administered by the State
Personnel Board for the purposes of increasing efficiency and
economy in government departments by improving the management
functions of agencies. The State Personnel Board shall provide an
overall plan for coordination and implementation of educational
programs in the area of management training for state employees.
Such plan shall be developed with full recognition of the
requirements and needs of state agencies and shall include but not be limited to the following:

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

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

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

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

(5) All state and nonstate service employees who are appointed after July 1, 2001, to a supervisory or management position shall participate in the Basic Supervisory Training Course within eighteen (18) months from the date of initial
appointment. All state and nonstate service employees who were appointed before July 1, 2001, to a supervisory or management position shall participate in the Basic Supervisory Training Course within three (3) years of the State Personnel Board's implementation of the Management Training Program. However, the administrative head of an agency may propose to exempt any employee from the requirement of management training by sending a written request for such exemption to the state personnel director. The State Personnel Board is authorized to promulgate rules and regulations which set forth the criteria by which the state personnel director may exempt an employee from the requirement of management training.

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

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

(8) The State Personnel Board shall annually submit to the Legislature a report on the following: (a) the amount of funds spent on management training by each state agency; and (b) the
effectiveness of the Management Training Program for each state agency as measured by the board's performance objectives.

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

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