

By: Senator(s) Smith, Thames, Farris,
Williamson

To: Fees, Salaries and
Administration;
Appropriations

COMMITTEE SUBSTITUTE
FOR
SENATE BILL NO. 2236

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
24 resources, material resources and fiscal resources; organization
25 of state government; decision-making skills; and problem-solving
26 skills.

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



34 Such plan shall be developed with full recognition of the
35 requirements and needs of state agencies and shall include, but
36 not be limited to, the following:

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

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

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

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

64 (5) All state and nonstate service employees who are
65 appointed after July 1, 2003, to a supervisory or management
66 position shall participate in the Basic Supervisory Training



67 Course within eighteen (18) months from the date of initial
68 appointment. All state and nonstate service employees who were
69 appointed before July 1, 2003, to a supervisory or management
70 position shall participate in the Basic Supervisory Training
71 Course within three (3) years of the State Personnel Board's
72 implementation of the Management Training Program. However, the
73 administrative head of an agency may propose to exempt any
74 employee from the requirement of management training by sending a
75 written request for such exemption to the State Personnel
76 Director. The State Personnel Board is authorized to promulgate
77 rules and regulations which set forth the criteria by which the
78 State Personnel Director may exempt an employee from the
79 requirement of management training.

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

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

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



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

102 (9) This section shall stand repealed from and after July 1,
103 2006.

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

