MISSISSIPPI LEGISLATURE

By: Senator(s) Hewes, Gollott, Dawkins, Cuevas, Robertson, Lee, Moffatt

REGULAR SESSION 2003

To: Public Health and Welfare; Appropriations

SENNATE BILL NO. 2449


BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF MISSISSIPPI:
SECTION 1. Section 43-1-2, Mississippi Code of 1972, is amended as follows:

43-1-2. (1) There is created the State Department of Human Services, whose offices shall be located in Jackson, Mississippi, and which shall be under the policy direction of the State Board of Human Services created in subsection (2) of this section.

(2) (a) There is created the State Board of Human Services, which shall consist of nine (9) members, with six (6) members appointed by the Governor and three (3) members appointed by the Lieutenant Governor. All initial and subsequent appointments to the board shall be with the advice and consent of the Senate.

(b) The board shall be composed of persons with extensive knowledge of or practical experience in at least one of the matters under the jurisdiction of the department. No board member shall be an elected official of the State of Mississippi or a political subdivision of the state.

(c) Of the Governor's appointments, one (1) member of the board shall be appointed from each of the four (4) congressional districts as constituted on July 1, 2002, and two (2) members of the board shall be appointed from the state at large. Of the Lieutenant Governor's appointments, one (1) member of the board shall be appointed from each of the three (3) Supreme Court districts as constituted on July 1, 2002.

(d) The initial members of the board shall be appointed for staggered terms, as follows: Of the Governor's appointments, two (2) members shall be appointed for terms that end on June 30, 2004; one (1) member shall be appointed for a term that ends on June 30, 2005; two (2) members shall be appointed for terms that end on June 30, 2006; and one (1) member shall be appointed for a term that ends on June 30, 2007. Of the Lieutenant Governor's appointments, one (1) member shall be appointed for a term that ends on June 30, 2005; one (1) member shall be appointed for a term that ends on June 30, 2006; and one (1) member shall be
appointed for a term that ends on June 30, 2007. All subsequent appointments to the board shall be made by the original appointing officer for terms of four (4) years from the expiration date of the previous term. No person shall be appointed to the board for more than two (2) consecutive terms.

(e) Any vacancy on the board before the expiration of a term shall be filled by appointment of the original appointing officer, with the advice and consent of the Senate. The person appointed to fill the vacancy shall serve for the remainder of the unexpired term.

(f) The members of the board shall elect one (1) member to serve as chairman of the board at the first meeting. The board shall elect a chairman once every two (2) years, and any person who has previously served as chairman may be reelected as chairman.

(g) Five (5) members of the board shall constitute a quorum for the transaction of any business of the board. The board shall hold regular monthly meetings, and other meetings as may be necessary for the purpose of conducting such business as may be required. All meetings shall be called by the chairman or by a majority of the members of the board, except the first meeting, which shall be called by the Governor. Any member who does not attend three (3) consecutive regular meetings of the board, except for illness, shall be subject to removal by a majority vote of the members of the board.

(h) Members of the board shall receive the per diem authorized under Section 25-3-69 for each day actually engaged in the discharge of their official duties, and shall receive reimbursement for mileage and necessary travel expenses incurred, as provided in Section 25-3-41.

(3) (a) The chief administrative officer of the department shall be the Executive Director of Human Services, who shall be appointed as follows: The board shall submit to the Governor
three (3) nominees for the position of executive director not later than fifteen (15) days before the date of the beginning of the executive director's term. Each of the persons nominated for executive director shall possess the qualifications prescribed in paragraph (c) of this subsection. The Governor shall appoint the executive director from the list of nominees submitted, within thirty (30) days from the date that the Governor receives the list of nominees from the board. If the Governor fails to appoint the executive director from the list of nominees within thirty (30) days, the board shall appoint the executive director from the list of nominees within fifteen (15) days after the thirty-day period for the Governor. The appointment of the executive director shall be with the advice and consent of the Senate.

(b) The term of office of the executive director shall be six (6) years, and the executive director may be removed by the board only for cause, by a majority vote of the members of the board. The term of the initial executive director that is appointed for a term shall begin on February 1, 2004, and the terms of subsequent executive directors that are appointed for a full term shall begin on February 1 following the expiration of the previous term.

(c) The executive director shall possess the following qualifications, which shall be certified by the State Personnel Board:

(i) A bachelor's degree from an accredited institution of higher learning and ten (10) years' experience in management, public administration, finance or accounting; or

(ii) A master's or doctoral degree from an accredited institution of higher learning and five (5) years' experience in management, public administration, finance or accounting.

(d) Any vacancy in the office of executive director before the expiration of the term shall be filled by appointment.
of the Governor or the board, as the case may be, with the advice
and consent of the Senate. The appointment to fill a vacancy
shall be made in the same manner as provided in paragraph (a) of
this subsection for a full term appointment, except that the board
shall submit the nominees to the Governor not later than twenty
(20) days after the vacancy occurs. The person appointed to fill
the vacancy shall serve for the remainder of the unexpired term.

(e) The executive director shall serve as secretary and
executive officer of the board. The executive director shall be
vested with all the authority of the board when it is not in
session, and shall be subject to such rules and regulations as may
be prescribed by the board. The executive director shall be
responsible to the board for the proper administration of all
programs under the jurisdiction of the department. Whenever the
executive director is given any duty or authority by law, the
executive director shall exercise that duty or authority in
accordance with the rules, regulations and policies adopted by the
board.

(f) The salary of the executive director shall be set
by the board, not to exceed the maximum amount set by the
Legislature.

(g) The provisions of paragraphs (a), (b) and (d) of
this subsection shall not be applicable until January 1, 2004.

Before January 1, 2004, the appointment of the executive director
shall be governed by the law that was in effect on June 30, 2003.

(4) (a) There shall be a Joint Oversight Committee of the
Department of Human Services composed of the respective chairmen
of the Senate Public Health and Welfare Committee, the Senate
Appropriations Committee, the House Public Health and Welfare
Committee and the House Appropriations Committee, two (2) members
of the Senate appointed by the Lieutenant Governor to serve at the
will and pleasure of the Lieutenant Governor, and two (2) members
of the House of Representatives appointed by the Speaker of the
House to serve at the will and pleasure of the Speaker. The 
chairmanship of the committee shall alternate for twelve-month 
periods between the Senate members and the House members, with the 
Chairman of the Senate Public Health and Welfare Committee serving 
as the first chairman.

(b) The committee shall meet once each month, or upon 
the call of the chairman at such times as he deems necessary or 
advisable. The committee or any individual member of the 
committee may attend any meeting of the State Board of Human 
Services, and may participate in any discussion occurring among 
the board members at the meetings. The committee may make 
recommendations to the Legislature pertaining to any matter within 
the jurisdiction of the department.

(c) The appointing authorities may designate an 
alternate member from their respective houses to serve when the 
regular designee is unable to attend the meetings of the committee.

(d) For attending meetings of the committee, the legislators shall receive per diem and expenses, which shall be 
paid from the contingent expense funds of their respective houses 
in the same amounts as provided for committee meetings when the 
Legislature is not in session; however, no per diem and expenses 
for attending meetings of the committee will be paid while the 
Legislature is in session. No per diem and expenses will be paid 
except for attending meetings of the committee without prior 
approval of the proper committee in their respective houses.

(5) The department, under the policy direction of the board, 
shall provide the services authorized by law to every individual 
determined to be eligible therefor. In carrying out the 
purposes of the department, the board is authorized:

(a) To formulate the policy of the department regarding 
human services within the jurisdiction of the department;
(b) To adopt, modify, repeal and promulgate, after due notice and hearing, rules and regulations implementing or effectuating the powers and duties of the department under any and all statutes within the department’s jurisdiction, and to enforce those rules and regulations, and where not otherwise prohibited by federal or state law, to make exceptions to and grant exemptions and variances from those rules and regulations; all of which shall be binding upon the county departments of human services;

(c) To apply for, receive and expend any federal or state funds or contributions, gifts, devises, bequests or funds from any other source;

(d) Except as limited by Section 43-1-3, to enter into, and to authorize the executive director to execute, with the approval of the board, contracts, grants and cooperative agreements with any federal or state agency or subdivision thereof, or any public or private institution located inside or outside the State of Mississippi, or any person, corporation or association in connection with carrying out the programs of the department; and

(e) To discharge such other duties, responsibilities and powers as are necessary to implement the programs of the department.

[6] The executive director, with the approval of the board, shall establish the organizational structure of the department, which shall include the creation of any units necessary to implement the duties assigned to the department and consistent with specific requirements of law, including, but not limited to:

(a) Office of Family and Children’s Services;
(b) Office of Youth Services;
(c) Office of Economic Assistance;
(d) Office of Child Support Enforcement;
(e) Office of Aging and Adult Services;
(f) Office for Children and Youth;
(g) Office of Community Services.

(7) (a) The executive director shall appoint the heads of all offices, bureaus and divisions of the department, as defined in Section 7-17-11, and any necessary supervisors, assistants and employees of the department.

(b) Beginning on March 1, 2004, the heads of all offices of the department that are named in subsection (6) of this section shall be appointed by the executive director for terms of six (6) years, with the advice and consent of the Senate, and may be removed only for cause upon the recommendation of the executive director, with the approval of a majority of the members of the board. The terms of the initial office heads that are appointed for terms shall begin on March 1, 2004, and the terms of subsequent office heads that are appointed for a full term shall begin on March 1 following the expiration of the previous term. Any vacancy in the head of a named office before the expiration of the term shall be filled by appointment of the executive director, with the advice and consent of the Senate. The person appointed to fill the vacancy shall serve for the remainder of the unexpired term.

(c) The heads of all bureaus and divisions of the department shall be state service employees, and the employment and termination of the heads of bureaus and divisions shall be in accordance with the rules and regulations of the State Personnel Board.

(d) The salary and compensation of office, bureau and division heads and other employees of the department shall be subject to the rules and regulations of the State Personnel Board.

(e) The executive director may organize offices as deemed appropriate to carry out the responsibilities of the department. The organization charts of the department shall be
presented annually with the budget request of the department for review by the Legislature.

(8) This section shall stand repealed on July 1, 2005.

SECTION 2. Section 43-1-1, Mississippi Code of 1972, is amended as follows:

43-1-1. (1) The Department of Human Services shall be the State Department of Public Welfare and shall retain all powers and duties as granted to the State Department of Public Welfare. The State Board of Human Services shall be the State Board of Public Welfare and shall retain all powers and duties as granted to the State Board of Public Welfare. Wherever the term "State Department of Public Welfare" or "State Board of Public Welfare" appears in any law, the term shall mean the Department of Human Services or the State Board of Human Services, respectively. The Executive Director of the Department of Human Services may assign to the appropriate offices such powers and duties deemed appropriate to carry out the lawful functions of the department.

(2) This section shall stand repealed on July 1, 2005.

SECTION 3. Section 43-1-3, Mississippi Code of 1972, is amended as follows:

43-1-3. Notwithstanding the authority granted under subsection (5)(d) of Section 43-1-2, the State Board of Human Services, the State Department of Human Services or the Executive Director of Human Services shall not be authorized to delegate, privatize or otherwise enter into a contract with a private entity for the operation of any office, bureau or division of the department, as defined in Section 7-17-11, without specific authority to do so by general act of the Legislature. However, nothing in this section shall be construed to invalidate:

(a) Any contract of the department that is in place and operational before January 1, 1994; or

(b) The continued renewal of any such contract with the same entity upon the expiration of the contract; or

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(c) The execution of a contract with another legal
entity as a replacement of any such contract that is expiring,
provided that the replacement contract is substantially the same
as the expiring contract. * * *

This section shall stand repealed on July 1, 2005.

SECTION 4. Section 43-1-4, Mississippi Code of 1972, is
amended as follows:

43-1-4. (1) The State Department of Human Services, under
the policy direction of the State Board of Human Services, shall
have the following powers and duties:

(a) To provide basic services and assistance statewide
to needy and disadvantaged individuals and families.

(b) To promote integration of the many services and
programs within its jurisdiction at the client level thus
improving the efficiency and effectiveness of service delivery and
providing easier access to clients.

(c) To develop a statewide comprehensive service
delivery plan in coordination with the Board of Health, the Board
of Mental Health, and the Department of Finance and
Administration. Such plan shall be developed and presented to the
Governor by January 1, 1990.

(d) To employ personnel and expend funds appropriated
to the department to carry out the duties and responsibilities
assigned to the department by law.

(2) The State Board of Human Services shall establish and
implement the following:

(a) Establish a review process to measure outcomes for
children and families who receive or formerly received benefits or
services from the department, in order to provide timely,
appropriate and cost-effective benefits and services to children.
This process shall include selected tracking studies of children
and their families who receive benefits or services from the
department, and those who formerly received benefits or services
from the department, to determine the effects on their lives of receiving those benefits or services, and the effects on their lives after no longer receiving those benefits or services.

(b) Establish a "single port of entry" structure in the department with generic case managers who are trained to determine the total needs of the child, in order to insure that the funds available for children's services in different programs and state agencies will follow the child. This structure shall be designed to reduce the number and complexity of the forms that are used for children to access different services provided by the department or by other state agencies.

(c) Establish a process designed to maximize and utilize, to the greatest extent possible, all federal funds that are available for programs administered by the department or benefits and services provided by the department. It is the intent of the Legislature that the board, the department and the executive director shall take whatever actions are necessary to obtain the maximum amount of federal funds that are available for department programs, benefits and services, and shall expend all federal funds received by the department for those programs, benefits and services.

SECTION 5. Section 43-1-5, Mississippi Code of 1972, is amended as follows:

43-1-5. It shall be the duty of the State Department of Human Services to:

(a) Establish and maintain programs not inconsistent with the terms of this chapter and the rules, regulations and policies of the State Board of Human Services, and publish the rules and regulations of the board pertaining to those programs.

(b) Make such reports in such form and containing such information as the federal government may, from time to time, require, and comply with such provisions as the federal government
may, from time to time, find necessary to assure the correctness
and verification of those reports.

(c) Within ninety (90) days after the end of each
fiscal year, and at each regular session of the Legislature, make
and publish one (1) report to the Governor and to the Legislature,
showing for the period of time covered, in each county and for the
state as a whole:

(i) The total number of recipients;
(ii) The total amount paid to them in cash;
(iii) The maximum and the minimum amount paid to
any recipients in any one (1) month;
(iv) The total number of applications;
(v) The number granted;
(vi) The number denied;
(vii) The number canceled;
(viii) The amount expended for administration of
the provisions of this chapter;
(ix) The amount of money received from the federal
government, if any;
(x) The amount of money received from recipients
of assistance and from their estates and the disposition of same;
(xi) Such other information and recommendations as
the Governor or the Legislature may require, or as the department
may deem advisable;
(xii) The number of state-owned automobiles
purchased and operated during the year by the department, the
number purchased and operated out of funds appropriated by the
Legislature, the number purchased and operated out of any other
public funds, the miles traveled per automobile, the total miles
traveled, the average cost per mile and depreciation estimate on
each automobile;
(xiii) The cost per mile and total number of miles traveled by department employees in privately-owned automobiles, for which reimbursement is made out of state funds;

(xiv) Each association, convention or meeting attended by any department employees, the purposes thereof, the names of the employees attending and the total cost to the state of such convention, association or meeting;

(xv) How the money appropriated to the institutions under the jurisdiction of the department has been expended during the preceding year, beginning and ending with the fiscal year of each institution, exhibiting the salaries paid to officers and employees of the institutions, and each and every item of receipt and expenditure;

(xvi) The activities of each office of the department, as defined in Section 7-17-11, and recommendations for improvement of the services to be performed by each office;

(xvii) In order of authority, the twenty (20) highest paid employees in the department receiving an annual salary in excess of Forty Thousand Dollars ($40,000.00), by PIN number, job title, job description and annual salary.

Each report shall be balanced and shall begin with the balance at the end of the preceding fiscal year, and if any property belonging to the state or the institution is used for profit, the report shall show the expenses incurred in managing the property and the amount received from the same. Those reports shall also show a summary of the gross receipts and gross disbursements for each fiscal year, and shall show the money on hand at the beginning of the fiscal period of each office of the department.

This section shall stand repealed on July 1, 2005.

SECTION 6. Section 43-1-6, Mississippi Code of 1972, is amended as follows:
43-1-6. The following programs within the Division of Federal-State Programs, Office of the Governor, shall be transferred to the State Department of Human Services:

(a) Office of Energy and Community Services;
(b) Juvenile Justice Advisory Committee; and
(c) Mississippi Council on Aging.

All authority to implement those programs shall be vested in the State Department of Human Services.

This section shall stand repealed on July 1, 2005.

SECTION 7. Section 43-1-9, Mississippi Code of 1972, is amended as follows:

43-1-9. (1) There is created in each county of the state a county department of human services, which shall consist of a county director of human services, and such other personnel as may be necessary for the efficient performance of the duties of the county department. It shall be the duty of the board of supervisors of each county to provide office space for the county department.

(2) County director. The Executive Director of Human Services shall designate, in accordance with the rules and regulations of the State Personnel Board, * * * a county director of human services who shall serve as the executive and administrative officer of the county department and shall be responsible to the state department for its management. The director shall be a resident citizen of the county and shall not hold any political office of the state, county, municipality or subdivision thereof. However, in cases of emergency, the Executive Director of Human Services may appoint a county director of human services who is a nonresident of that county, to serve during the period of emergency only.

(3) The county department of human services shall administer within the county all forms of public assistance and welfare services. The county department shall comply with such
regulations and submit such reports as may be established or
required by the state department. Subject to the approval of the
state department, the county department may cooperate with other
departments, agencies and institutions, state and local, when so
requested, in performing services in conformity with the
provisions of this chapter.

(4) In counties having two (2) judicial districts, the
Executive Director of Human Services may create and establish in
each of the judicial districts a separate county department of
human services, which shall consist of a county director of human
services and such other personnel as may be necessary for the
efficient performance of the duties of the department thus
established. In those cases the two (2) departments so
established shall be dealt with as though each is a separate and
distinct county department of human services, and each of the
departments and each of the directors shall operate and have
jurisdiction coextensive with the boundaries of the judicial
district in which it is established. In addition, in those cases
the words "county" and "director of human services" when used in
this chapter shall, where applicable, mean each judicial district,
and the director of human services appointed therefor. *

Where the board of supervisors is authorized to appropriate funds
or provide office space or like assistance for one (1)
county * department or director of human services, the board
may, as the case may be, appropriate the amount specified by law
or render the assistance required by law to each of the
departments or directors. Provided, however, that the Executive
Director of Human Services shall not create and establish a
separate county department of human services under this paragraph
in any county in which a separate county department of public
welfare or county department of human services is not in existence
on January 1, 1983. In addition, in any county having two (2)
county departments of public welfare or county departments of
human services on January 1, 1983, but only one (1) county
director of public welfare or director of human services on that
date, the Executive Director of Human Services shall not authorize
and establish the second position of county director of human
services in that county.

(5) In any county not having two (2) judicial districts that
is greater than fifty (50) miles in length, the Executive Director
of Human Services may establish one (1) branch office of the
county department of human services which shall be staffed with
existing employees and administrative staff of the county
department for not less than four (4) days per week.

SECTION 8. Section 43-1-51, Mississippi Code of 1972, is
amended as follows:

43-1-51. There is * * * created within the Department of
Human Services a single and separate Office of Family and
Children's Services. The office shall be responsible for the
development, execution and provision of services in the following
areas:

(a) Protective services for children and adults;
(b) Foster care;
(c) Adoption services;
(d) Special services;
(e) Interstate compact;
(f) Licensure; and
(g) Such services as may be designated by the board.

Employees working in the office shall be limited to work
within the areas of service enumerated in this section. Services
enumerated under Section 43-15-13 et seq. for the foster care
program shall be provided by qualified staff with appropriate case
loads.

SECTION 9. Section 43-1-53, Mississippi Code of 1972, is
amended as follows:
43-1-53. (1) The **Office** of Family and Children's Services shall be formed at each level of the Department of Human Services, including state, regional and county levels. The Executive Director of **Human Services** shall appoint a director of the office in accordance with the provisions of Section 43-1-2(7).

The director shall have a master's degree in a field related to children's services, and shall have no less than three (3) years' experience in the field of service to children. In lieu of that degree and experience, the director shall have a minimum of ten (10) years' actual experience in the field of children's services.

(2) The state office of the **Office** of Family and Children's Services shall develop policy, provide training and oversee the implementation of services. The director shall establish such planning and policy councils as may be necessary to carry out these functions.

(3) The regional office of the **Office** of Family and Children's Services shall consist of a regional services director and a crisis intervention team to be dispatched on a case-by-case basis by the regional services director. From and after July 1, 1998, the Department of Human Services shall at a minimum employ and assign to the **Office** of Family and Children's Services two (2) additional regional services directors for supervision of the foster care program.

(4) Area offices. Each region shall be divided into three (3) areas, each of which shall have two (2) supervisors and direct service workers deployed at the county level, but not limited in jurisdiction to that county.

(5) Counties. The area supervisors shall assign service workers so that every county has an appropriate access point for all services.

**SECTION 10.** Section 43-27-20, Mississippi Code of 1972, is amended as follows:
43-27-20. (1) Within the **Office of Youth Services of the Department of Human Services** there shall be a **Bureau of Community Services**, which shall be headed by a director **The director shall hold a master's degree in social work or a related field and shall have no less than three (3) years' experience in social services, or in lieu of that degree and experience, **shall have a minimum of eight (8) years' experience in social work or a related field. **The director shall employ and assign the community workers to serve in the various areas in the state and any other supporting personnel necessary to carry out the duties of the bureau.**

(2) The director of the bureau shall assign probation and aftercare workers to the youth court or family court judges of the various court districts, upon the request of the individual judge on the basis of case load and need, when funds are available. The probation and aftercare workers shall live in their respective districts, except upon approval of the director of the bureau. The director of the bureau may assign a youth services counselor to a district other than the district in which the youth services counselor lives, upon the approval of the youth court judge of the assigned district and the Director of the **Office of Youth Services**. Every placement shall be with the approval of the youth court or the family court judge, and a probation and aftercare worker may be removed for cause from a youth or family court district.

(3) Any counties or cities which, on July 1, 1973, have court counselors or similar personnel may continue using this personnel or may choose to come within the statewide framework.

(4) A probation and aftercare worker may be transferred by the bureau from one court to another, after consultation with the judge or judges in the court to which the employee is currently assigned.
(5) The bureau shall have such duties as the Office of Youth Services assigns to it, which shall include, but not be limited to, the following:

(a) Preparing the social, educational and home-life history and other diagnostic reports on the child for the benefit of the court or the training school; however, this provision shall not abridge the power of the court to require similar services from other agencies, according to law.

(b) Serving in counseling capacities with the youth or family courts.

(c) Serving as probation agents for the youth or family courts.

(d) Serving, advising and counseling of children in the various institutions under the control of the Bureau of Juvenile Correctional Institutions as may be necessary to the placement of the children in proper environment after release and the placement of children in suitable jobs where necessary and proper.

(e) Supervising and guiding of children released or conditionally released from institutions under the control of the Bureau of Juvenile Correctional Institutions.

(f) Counseling in an aftercare program.

(g) Coordinating the activities of supporting community agencies which aid in the social adjustment of children released from the institution and in an aftercare program.

(h) Providing or arranging for necessary services leading to the rehabilitation of delinquents, either within the bureau or through cooperative arrangements with other appropriate agencies.

(i) Providing counseling and supervision for any child under ten (10) years of age who has been brought to the attention of the court when other suitable personnel is not available and upon request of the court concerned.
(j) Supervising the aftercare program and making
revocation investigations at the request of the court.

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SECTION 11. Section 43-27-22, Mississippi Code of 1972, is
amended as follows:

43-27-22. (1) Within the Office of Youth Services of the
Department of Human Services there shall be a Bureau of Juvenile
Correctional Institutions, which shall be headed by a Director of
Juvenile Institutions ***. The director *** shall appoint the
individual *** institutional administrators who, in turn, shall
have full power to select and employ personnel necessary to
operate the facility he directs, subject to the approval of the
Director of the Office of Youth Services.

(2) The bureau shall have such duties as the Director of the
Office of Youth Services assigns to it including, but not limited
to, the following:

(a) Operation and maintenance of training schools and
other facilities as may be needed to properly diagnose, care for,
train, educate and rehabilitate children and youths who have been
committed to or confined in the facilities or who are included in
the programs of the facilities.

(b) Fulfillment of the objectives of rehabilitation and
reformation of the youths confined in the schools, being careful
to employ no discipline, training or utilization of time and
efforts of those youths that *** under any condition or in any
way interferes with those objectives.

(c) Grouping of the youths in the schools according to
age, sex and disciplinary needs with respect to their housing,
schooling, training, recreation and work, being careful to prevent
injury to the morals or interference with the training and
rehabilitation of the younger or correctable youths by those
considered to be less amenable to discipline and rehabilitation.
SECTION 12. Section 25-9-107, Mississippi Code of 1972, is amended as follows:

25-9-107. The following terms, when used in this chapter, unless a different meaning is plainly required by the context, shall have the following meanings:

(a) "Board" means the State Personnel Board created under the provisions of this chapter.

(b) "State service" means all employees of state departments, agencies and institutions as defined in this section, except those officers and employees excluded by this chapter.

(c) "Nonstate service" means the following officers and employees excluded from the state service by this chapter. The following are excluded from the state service:

(i) Members of the state Legislature, their staffs and other employees of the legislative branch;

(ii) The Governor and staff members of the immediate Office of the Governor;

(iii) Justices and judges of the judicial branch or members of appeals boards on a per diem basis;

(iv) The Lieutenant Governor, staff members of the immediate Office of the Lieutenant Governor and officers and employees directly appointed by the Lieutenant Governor;

(v) Officers and officials elected by popular vote and persons appointed to fill vacancies in elective offices;

(vi) Members of boards and commissioners appointed by the Governor, Lieutenant Governor or the state Legislature;

(vii) All academic officials, members of the teaching staffs and employees of the state institutions of higher learning, the State Board for Community and Junior Colleges, and community and junior colleges;

(viii) Officers and enlisted members of the National Guard of the state;
(ix) Prisoners, inmates, student or patient help working in or about institutions;

(x) Contract personnel; provided, however, any agency that employs state service employees may enter into contracts for personal and professional services only if those contracts are approved in compliance with the rules and regulations promulgated by the State Personal Service Contract Review Board under Section 25-9-120(3). Before paying any warrant for those contractual services in excess of One Hundred Thousand Dollars ($100,000.00), the State Fiscal Officer shall determine whether the contract involved was for personal or professional services, and, if so, was approved by the State Personal Service Contract Review Board;

(xi) Part-time employees; provided, however, part-time employees shall only be hired into authorized employment positions classified by the board, shall meet minimum qualifications as set by the board, and shall be paid in accordance with the Variable Compensation Plan as certified by the board;

(xii) Persons appointed on an emergency basis for the duration of the emergency; the effective date of the emergency appointments shall not be earlier than the date approved by the State Personnel Director, and shall be limited to thirty (30) working days. Emergency appointments may be extended to sixty (60) working days by the State Personnel Board;

(xiii) Physicians, dentists, veterinarians, nurse practitioners and attorneys, while serving in their professional capacities in authorized employment positions who are required by statute to be licensed, registered or otherwise certified as such, provided that the State Personnel Director shall verify that the statutory qualifications are met before issuance of a payroll warrant by the State Fiscal Officer;
(xiv) Personnel who are employed and paid from 

funds received from a federal grant program that has been approved 

by the Legislature or the Department of Finance and Administration 

whose length of employment has been determined to be time-limited 

in nature. This subparagraph shall apply to personnel employed 

under the provisions of the Comprehensive Employment and Training 

Act of 1973, as amended, and other special federal grant programs 

that are not a part of regular federally funded programs in which 

appropriations and employment positions are appropriated by the 

Legislature. Those employees shall be paid in accordance with the 

Variable Compensation Plan and shall meet all qualifications 

required by federal statutes or by the Mississippi Classification 

Plan; 

(xv) The administrative head who is in charge of 

any state department, agency, institution, board or commission, 

in which the statute specifically authorizes the Governor, board, 

commission or other authority to appoint the administrative head; 

provided, however, that the salary of the administrative head 

shall be determined by the State Personnel Board in accordance 

with the Variable Compensation Plan unless otherwise fixed by 

statute; 

(xvi) The State Personnel Board shall exclude top 

level positions if the incumbents determine and publicly advocate 

substantive program policy and report directly to the agency head, 

or the incumbents are required to maintain a direct confidential 

working relationship with a key excluded official. * * * A 

written job classification shall be approved by the board for each 

such position, and positions so excluded shall be paid in 

conformity with the Variable Compensation Plan. However, this 

subparagraph (xvi) shall not apply to any position of the State 

Department of Human Services that is specifically included in the 

state service by law;
(xvii) Employees whose employment is solely in connection with an agency’s contract to produce, store or transport goods, and whose compensation is derived therefrom;

(xviii) Repealed;

(xix) The associate director, deputy directors and bureau directors within the Department of Agriculture and Commerce;

(xx) Personnel employed by the Mississippi Industries for the Blind; provided, however, that any agency may enter into contracts for the personal services of MIB employees without the prior approval of the State Personnel Board or the State Personal Service Contract Review Board; however, any agency contracting for the personal services of an MIB employee shall provide the MIB employee with not less than the entry level compensation and benefits that the agency would provide to a full-time employee of the agency who performs the same services.

(d) "Agency" means any state board, commission, committee, council, department or unit thereof created by the Constitution or statutes if such board, commission, committee, council, department, unit or the head thereof, is authorized to appoint subordinate staff by the Constitution or statute, except a legislative or judicial board, commission, committee, council, department or unit thereof.

SECTION 13. This act shall take effect and be in force from and after July 1, 2003.