

By: Representative Warren

To: Labor; Appropriations

HOUSE BILL NO. 546

1 AN ACT TO AMEND SECTION 25-9-401, MISSISSIPPI CODE OF 1972,
2 WHICH CREATES THE STATE EMPLOYEE MANAGEMENT TRAINING PROGRAM, TO
3 EXTEND THE DATE OF REPEAL ON THAT SECTION; AND FOR RELATED
4 PURPOSES.

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

6 **SECTION 1.** Section 25-9-401, Mississippi Code of 1972, is
7 amended as follows:

8 25-9-401. (1) This section shall be known and may be cited
9 as the "State Employee Management Training Act."

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

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

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

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

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

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

55 (5) All state and nonstate service employees who are
56 appointed after July 1, 2003, to a supervisory or management
57 position shall participate in the Basic Supervisory Training
58 Course within eighteen (18) months from the date of initial
59 appointment. All state and nonstate service employees who were
60 appointed before July 1, 2003, to a supervisory or management

61 position shall participate in the Basic Supervisory Training
62 Course within three (3) years of the State Personnel Board's
63 implementation of the Management Training Program. However, the
64 administrative head of an agency may propose to exempt any
65 employee from the requirement of management training by sending a
66 written request for such exemption to the State Personnel
67 Director. The State Personnel Board is authorized to promulgate
68 rules and regulations which set forth the criteria by which the
69 State Personnel Director may exempt an employee from the
70 requirement of management training.

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

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

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

93 (9) This section shall stand repealed on July 1, 2008.

94 **SECTION 2.** This act shall take effect and be in force from
95 and after July 1, 2006.