

By: Representatives Hamilton (109th), Read,
Shows

To: Labor; Appropriations

HOUSE BILL NO. 1368

1 AN ACT TO AMEND SECTION 25-9-401, MISSISSIPPI CODE OF 1972,
2 TO CLARIFY THAT THE STATE EMPLOYEE MANAGEMENT TRAINING PROGRAM IS
3 TO BE USED BY STATE EMPLOYEES EMPLOYED BY AGENCIES UNDER THE
4 PURVIEW OF THE STATE PERSONNEL BOARD; TO REMOVE THE DATE OF
5 REPEAL; AND FOR RELATED PURPOSES.

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

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

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

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

19 (3) There is hereby established a management training
20 program for state employees to be administered by the State
21 Personnel Board for the purposes of increasing efficiency and
22 economy in government departments by improving the management
23 functions of agencies. The State Personnel Board shall provide an
24 overall plan for coordination and implementation of educational
25 programs in the area of management training for state employees
26 employed by agencies under the purview of the State Personnel
27 Board. Such plan shall be developed with full recognition of the

28 requirements and needs of state agencies and shall include, but
29 not be limited to, the following:

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

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

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

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

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

61 However, the administrative head of an agency may propose to
62 exempt any employee from the requirement of management training by
63 sending a written request for such exemption to the State
64 Personnel Director. The State Personnel Board is authorized to
65 promulgate rules and regulations which set forth the criteria by
66 which the State Personnel Director may exempt an employee from the
67 requirement of management training.

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

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

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

91 * * *

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