

By: Senator(s) Thames, Dawkins, Dearing,  
Jackson (11th), Jackson (32nd), Jordan,  
Williamson

To: Fees, Salaries and  
Administration;  
Appropriations

SENATE BILL NO. 2738

1 AN ACT TO REENACT AND AMEND SECTION 25-9-401, MISSISSIPPI  
2 CODE OF 1972, TO CLARIFY THAT THE STATE PERSONNEL BOARD SHALL  
3 PROVIDE AN OVERALL PLAN FOR EDUCATION PROGRAMS IN MANAGEMENT  
4 TRAINING FOR STATE EMPLOYEES UNDER ITS PURVIEW; TO DELETE THE  
5 REPEALER ON THE STATE EMPLOYEE MANAGEMENT TRAINING PROGRAM; AND  
6 FOR RELATED PURPOSES.

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

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

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

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

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

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

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

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

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

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

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

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

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