

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.