



NEW POLICIES

HANDBOOK

MSPB has revised the State Employee Handbook to make our policies and procedures more efficient and user-friendly for agencies and state employees.

JOB PERFORMANCE

MSPB has overhauled the performance review process to streamline employee evaluation, based on technical factors applicable to each specific job function.

DEVELOPMENT

Talent development has transitioned away from performance evaluation to align with agency goals and needs.

EMPLOYEE RELATIONS

MSPB has streamlined the employee discipline, grievance, and appeals process to make it more effective and efficient for employees and agencies.

STATEWIDE INITIATIVES



MSPB worked with the **MISSISSIPPI CODING ACADEMY** and **BASE CAMP** and adjusted relevant IT job qualifications to help state agencies attract talented applicants from other certified resource pools.

MSPB worked with the governor and legislators to implement and standardize **VETERANS' PREFERENCE** hiring policies consistent with federal law, which included **PURPLE HEART** recipients.



MSPB launched a **STATE EMPLOYEE PERKS PROGRAM** to offer state employees discounts at local and national merchants including restaurants, retailers, gift cards, event tickets, and travel.

MSPB collaborated with small state agencies to implement the **SHARED HUMAN RESOURCES PROGRAM** to now include payroll and travel in addition to traditional HR transactions.



Implemented July 1, 2018 rule change
**ELIMINATING
FULL BOARD REVIEW**
in appeals process, streamlining
Circuit Court review

Collaborated with Homeland
Security, Gaming Commission,
Capitol Police, and MDOT
to create and launch an
**ACTIVE SHOOTER AWARENESS
AND PREVENTION WEBCAST**
for employees statewide
pursuant to Governor Bryant's
Executive Order

OTHER PROGRAM INITIATIVES

Migrated the agency to
MICROSOFT OFFICE 365
to improve efficiency and collaboration
between MSPB employees as well as
other agencies

Worked with state agencies to
**PROMOTE
DIFFICULT-TO-FILL
POSITIONS**
on social media

MSPB GIVES BACK



Since 2017, MSPB team members have volunteered their time at The Mustard Seed in Brandon. This year, MSPB hosted a "Soup"er Bowl party for the Seedsters with a soup competition and games.