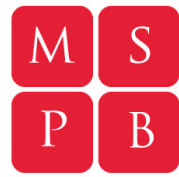


2022

YEAR IN REVIEW



MISSISSIPPI

STATE PERSONNEL BOARD



A State Employee Classification & Compensation Initiative

Implemented on January 1, 2022, Project SEC² was the first major review and update of Mississippi's classification and compensation system since 1981.

All state employees were reclassified in the new system as of January 1, 2022 when the new plan was effective.

Virtual VCP Trainings

With the launch of Project SEC², MSPB hosted two rounds of virtual trainings covering each section of the new and improved Variable Compensation Plan.

Telework Resources

MSPB provided teleworking resources to state agencies including:

- A telework policy template
- Employee telework assignment template
- A mobile/flexible work agreement form
- Telework best practices

Effective July 1, 2022, agencies were required to implement their teleworking policies in compliance with Miss. Code Ann. § 25-1-98 and Section 5.2 of the State Employee Handbook.

PAC

The Personnel Advisory Council (PAC) reconvened in 2022 to discuss issues affecting the state HR community and advise MSPB on policies and programs.

Two HR Summits

2022 was the first year MSPB hosted two HR Summits. The first event was held virtually in June and covered topics such as VCP updates and medical marijuana. The second event was a Best Practices Summit, where HR staff members collaborated to create MSPB's first Best Practices Guide.

OnDemand Solutions

MSPB launched a weekly video series for the state HR community. The new video series features MSPB staff members answering FAQs, discussing relevant updates, and reviewing the role of MSPB.

Mississippi Chapter of IPMA-HR

2022 marked the first official year of the Mississippi Chapter of IPMA-HR with dues-paying members. Mississippi will host the 2023 Southern Region conference for public sector HR representatives from the 13 Southern states.

Military Spouse Transition Network

MSPB joined the Military Spouse Transition Network through the National Association of State Personnel Executives (NASPE). The purpose of this program is to help military spouses currently working in state government to identify job leads in the state to which they will be moving.

Careers Website

With the implementation of Project SEC², MSPB launched a new "Mississippi Careers" site dedicated to the new system and available job openings. The goal of the site is to serve as an information hub for current and prospective state employees.

Phone Continuity

MSPB implemented Microsoft Teams phone numbers for staff members to utilize both in the office and while teleworking to ensure continuity of operations, regardless of work location.