

2023

YEAR IN REVIEW



MISSISSIPPI

STATE PERSONNEL BOARD

2023 WAS A YEAR FOR PROFESSIONAL DEVELOPMENT.

After nearly two years of growth and progress through a new compensation system and modernized policies, we focused our efforts on assisting state agencies with the continuous implementation of our new policies.

ANNUAL HR SUMMIT

With more than 200 attendees, the 2023 HR Summit was MSPB's **largest event** to date. Topics included recruitment, the legislative budget process, employment law, and updates from MSPB.

INAUGURAL LEADERSHIP SUMMIT

In June, MSPB held its inaugural Leadership Summit, MSPB's **first event** specifically for agency heads and executive leaders. Eighty state government executives attended the event to learn more about strategic leadership.

DEVELOPMENT THROUGH PROFESSIONAL ASSOCIATIONS

NATIONAL

- In July, State Personnel Director Kelly Hardwick was honored by the **National Association of State Personnel Executives** for leadership in state human resource management.
- In October, MSPB hosted the **National Compensation Association for State Government National Annual Conference** in Ridgeland. State government compensation professionals from 17 states gathered to discuss topics relevant to state government compensation.

REGIONAL

- In April, MSPB coordinated the **IPMA-HR Southern Region Annual Conference**. Nearly 200 attendees from eleven Southeastern states attended this regional conference in Flowood.

LOCAL

- This summer, the **Mississippi Chapter of IPMA-HR** held its first officer election, expanding on the strength and momentum of the chapter as established by MSPB.

CLOUD-BASED PERFORMANCE REVIEW SYSTEM

This year, MSPB started the process of implementing a **cloud-based performance review system** in preparation of an official launch in 2024.

PROFESSIONAL DEVELOPMENT BY THE NUMBERS IN 2023

19,553

MSPB compliance eLearning course views

7,854

MSPB YouTube training video views

3,006

class participants in MSPB training courses

215

agency HR staff members at the HR Summit

80

agency executives at the inaugural Leadership Summit

THE EMPLOYEE APPEALS BOARD FOCUSED ON IMPROVING ITS OPERATIONS.

MSPB improved Employee Appeals Board operations through a new electronic filing system, enhanced safety measures, and an improved appeal timeline.

ELECTRONIC FILING

In December, the Employee Appeals Board launched the **electronic filing process** for online appeals. Appellants are now able to file appeals and pay their filing fees online through the appeals portal. Online filing is available on the new EAB website at **eab.ms.gov**.

ENHANCED SAFETY

To enhance safety precautions, appellants filing appeals in person must take their appeal to the Capitol Police office for filing. These safety measures **increase security** for staff members.

IMPROVED APPEAL TIMELINE

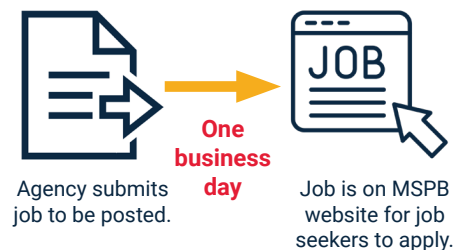
The average number of processing days from receipt of an appeal to delivery to the hearing officer has **decreased from 2.5 calendar days in 2022 to 1.8 calendar days in 2023**.

MSPB'S FINAL FOCUS IN 2023 WAS EFFICIENCY.

In 2023, MSPB focused on increasing efficiency through improved job posting times, more detailed reporting, and streamlined internal processes.

QUICKER JOB POSTING TIMELINE

In July, MSPB added two additional staff members to its recruitment division. With these additions and increased internal efficiency, MSPB reduced the time from when an agency submits a job posting to the time it's on the MSPB website for applicants from **eight business days to one business day**.



MORE DETAILED REPORTS

In order to provide the Legislature with **more detailed agency spending information**, MSPB started utilizing a more comprehensive reporting system to examine spending by individual employee if needed.

STREAMLINED PROCESSES

MSPB's Office of Classification, Compensation, and Recruitment **streamlined its internal processing** by utilizing Employee Central position numbers rather than numbers from the old system. This increased internal efficiency.