



MISSISSIPPI  
STATE PERSONNEL BOARD

Fiscal Year  
**2018**  
Annual Report



Established by the Mississippi Legislature in 1980, the Mississippi State Personnel Board oversees the employee life cycle from

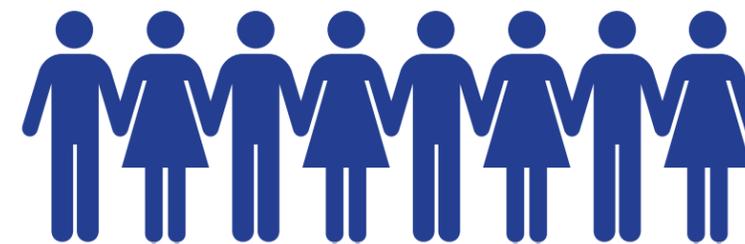
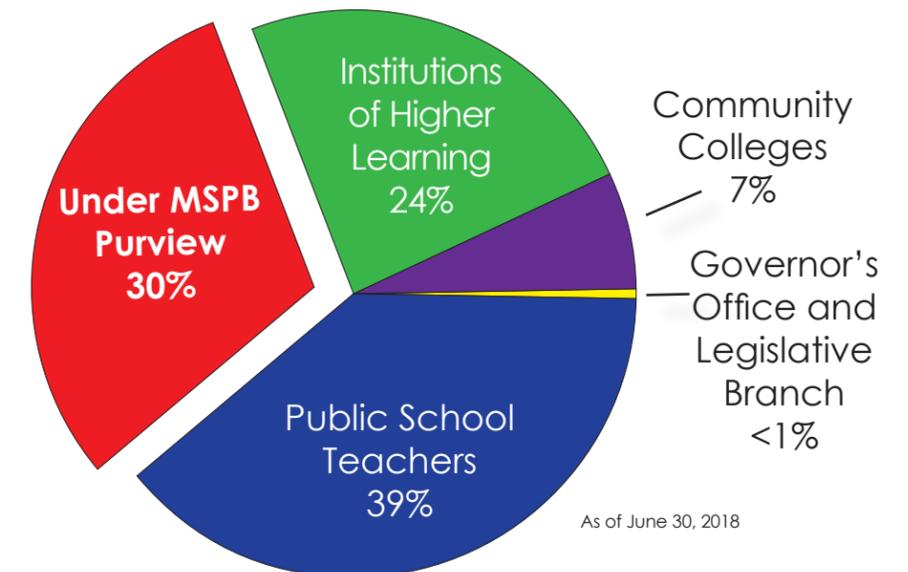
**pre-hire** to **retire.**

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**30%**

of the public sector workforce in Mississippi is under the purview of MSPB.



**26,525**  
employees

Full-time as of June 30, 2018

**Our Vision:**  
To ensure a quality workforce for the State of Mississippi

**Our Mission:**  
To lead the way in human capital and workforce management

*The State of Mississippi is an equal opportunity employer and assures equal employment opportunities to all persons regardless of political affiliation, race, color, handicap, genetic information, religion, national origin, sex, religious creed, age, or disability. Published in December 2018 by the Mississippi State Personnel Board.*

**127**  
agencies, boards,  
and commissions



The Mississippi State Personnel Board is a five-member Board whose members are appointed by the Governor with the advice and consent of the Senate.

**Lee Yancey, Chairman  
Brandon**

Lee Yancey was appointed to the Board by Governor Phil Bryant in 2013. He is a financial advisor for Woodridge Capital Portfolio Management. From 2008 to 2012, Mr. Yancey served as a State Senator. During that time, he served on several Senate committees including Code, Education, Ethics, Drug Policy, Finance, Insurance, Judiciary A, and Public Health and Welfare.



**Stephanie Cummins, Vice Chair  
Brandon**

Stephanie Cummins was appointed to the Board by Governor Phil Bryant in March 2017 to fill an unexpired term through June 30, 2017 and was subsequently reappointed to serve through 2023. She is the coowner and associate broker at Front Gate Realty. She currently serves on the board of directors for the Mississippi Realtor Association, the Home Builders Association of Jackson, and the Home Builders Association of Mississippi. She is also a member of the Central Mississippi Association of Realtors.



**Colonel Nick P. Ardillo, Jr  
Columbus**

Colonel Ardillo was originally appointed to the Board by Governor Haley Barbour to fill an unexpired term in June 2011, was reappointed by Governor Barbour in 2011 to serve through 2016, and was reappointed by Governor Bryant in 2016. As a former Commander of Columbus Air Force Base, he is now retired from active duty and is the principal of NPA, LLC and a partner in Ardillo, McCullough and Taggart LLC. He provides aerospace, airports, and defense consulting.



**Donald Brown  
Vicksburg**

Donald Brown was originally appointed to the Board in 2005, was reappointed by Governor Haley Barbour in 2010, and was reappointed by Governor Phil Bryant in 2015. Mr. Brown is the Deputy Executive Director of Warren Yazoo Behavioral Health. Prior to joining that organization, he worked with the Mississippi Employment Security Commission, the Mississippi Department of Human Services, and the Vicksburg Early Education Center.



**Alwyn Luckey  
Ocean Springs**

Alwyn Luckey was appointed to the Board by Governor Phil Bryant in April 2012 to fill an unexpired term and was subsequently reappointed to serve through 2019. He is currently the sole shareholder of The Law Firm of Alwyn H. Luckey, P.A. His law practice includes state and local government consulting, business law, construction defect/water intrusion, asbestos injury, real estate, and general practice. He has also served as judge for the City of Ocean Springs.



The Lieutenant Governor may designate two Senators, and the Speaker of the House of Representatives may designate two Representatives to attend any meeting of the Mississippi State Personnel Board.

**Senator Nickey Browning  
Pontotoc**

Senator Browning has served as Senator for District 3, which includes Benton, Pontotoc, and Union Counties, from 1996 to present. His committee memberships include Forestry - Chair; Business and Financial Institutions; County Affairs; Drug Policy; Energy; Finance; Highways and Transportation; and Insurance.



**Senator John Polk  
Hattiesburg**

Senator Polk has served as Senator for District 44, which includes Lamar and Pearl River Counties, from 2012 to present. His committee memberships include Accountability, Efficiency, Transparency - Chair; County Affairs; Education; Energy; Finance; Housing; Insurance; and Universities and Colleges.



**Representative Jim Beckett  
Bruce**

Representative Beckett has served as Representative for District 23, which includes Calhoun, Grenada, Lafayette, and Webster Counties, from 2004 to present. His committee memberships include Public Utilities - Chair; Apportionment and Elections; Appropriations; Banking and Financial Services; Insurance; Judiciary A; Judiciary En Banc; Revenue and Expenditure General Bills; Rules; and Universities and Colleges.



**Representative Jerry Turner  
Baldwyn**

Representative Turner has served as Representative for District 18, which includes Lee, Prentiss, and Union Counties from 2004 to present. His committee memberships include Accountability, Efficiency, Transparency - Chair; Agriculture; Appropriations; Banking and Financial Services; Conservation and Water Resources; Insurance; Management; and Transportation.



## Promoting Excellence

Governor Phil Bryant and the Mississippi State Personnel Board honored Lucy Allen and Dr. Domenico "Mimmo" Parisi with the 2018 Excellence in Government Awards which are designed to encourage the development of innovative systems of public administration.

The Mississippi Excellence in Government Awards program was established by the Mississippi State Personnel Board at the direction of the Mississippi Legislature, and the inaugural award was given in 2012.



The recipient of the Excellence in State Government Award is Lucy Allen. Allen serves as the director of the museum division at the Mississippi Department of Archives and History. With more than 40 years of service to MDAH, her most notable contribution has been serving as the project director of the Two Mississippi Museums. Over the past five years, Allen led the complex process of designing and building the Two Mississippi Museums and managed countless aspects of the project including coordinating developments with architectural design professionals, exhibit designers, audiovisual producers, scholars, and donors. She proofed every word of exhibit text and oversaw the collections moving into the building, the hiring of staff, contracting, and all details of exhibit design and content. Because of her vision and commitment to the project, the Two Mississippi Museums drew thousands of visitors and widespread media attention from local, national, and international outlets. In addition to the Two Mississippi Museums, Allen oversees the Old Capitol, Governor's Mansion historic section, and the Manship House Museum. She also directed the restoration of the Old Capitol in 2009 and the establishment of the Eudora Welty House and Garden in 2006. Prior to becoming museum director in 2002, she worked as assistant curator of exhibits for 15 years and director of education and programs for nine years.

## EXCELLENCE IN Government AWARDS

*Recognizing excellence and innovation in government*

The recipient of the Excellence in Local and District Government Award is Dr. Domenico "Mimmo" Parisi, a professor of sociology at Mississippi State University and the founder and executive director of the National Strategic Planning and Analysis Research Center. He is also the executive director of the state longitudinal data system clearinghouse. His data and technological innovations have significantly improved the efficiency and effectiveness of many government agencies in the state and have helped make Mississippi a model on the national level for data-driven government initiatives. His most significant initiatives include the state longitudinal data system, Mississippi Works workforce on demand, "Smart Start Career Pathway Model" to prepare low-income working families for economic opportunities, Mississippi's Court Record Management System, Integrated Family-Based Early Childhood System, Integrated Case Management for Human Services, electronic SNAP redetermination, Interactive Voice Response (IVR) for child support, Job Scout career interest system for middle school students, and Mississippi Grad Jobs notification system for college students and recent graduates. The work of Dr. Parisi showcases the endless possibilities



of the use of data science to improve the lives of Mississippians.

**"These recipients represent the best of state government," said Governor Bryant.**

**"Their dedication to serving taxpayers makes Mississippi stronger, and I am so grateful for their service."**

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MSPB Executive Director Kelly Hardwick said, "This year's honorees represent progress and innovation in Mississippi. Through their contributions to our state, these public servants have demonstrated passion for Mississippi's past, present, and future. It is an

honor to join Governor Bryant in recognizing these outstanding individuals."

## Active Shooter Situations: What Should You Do?

On December 19, 2017, Governor Bryant issued Executive Order 1411 requiring all state employees complete the **Active Shooter Situations: What Should You Do?** webinar offered by the Mississippi State Personnel Board. Active shooter incidents have increased in recent years, so MSPB collaborated with the Mississippi Office of Homeland Security, the Mississippi Gaming Commission, MDOT Law Enforcement, and the Capitol Police to develop training for employees on how to prepare for and respond to an active shooter situation.

The webinar was developed to assist state agencies and employees in recognizing and appropriately responding to instances of workplace violence in the event of an active shooter. The course also includes video demonstrations of appropriate responses. In addition to employees under MSPB purview, employees from universities, community colleges, circuit court districts, and municipalities completed the training.

Participants were asked to complete a survey at the end of the training in order for MSPB to gain feedback regarding the effectiveness of the training. The feedback was overwhelmingly positive. Some responses included:

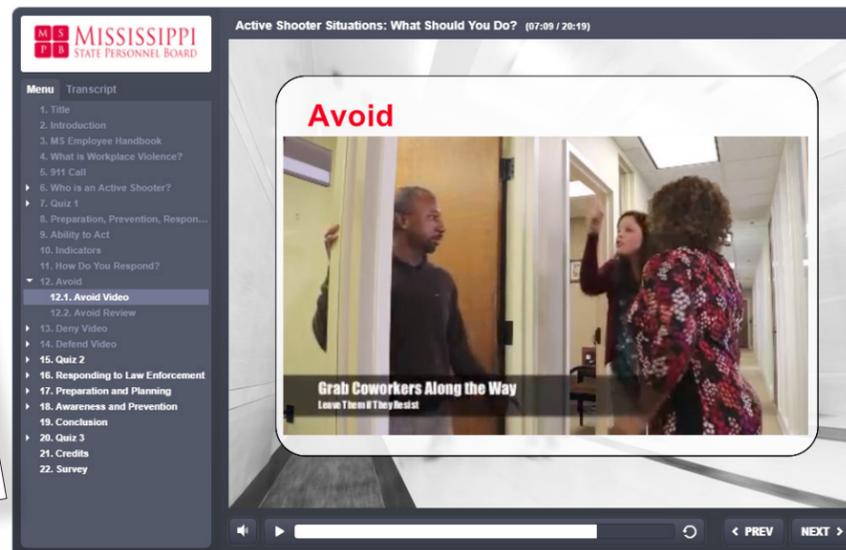
*Thank you so much for this training! I learned things that were contrary to what I thought was the right thing to do, and I now feel safer and better equipped to respond.*

*I wish all of our mandatory trainings were as easily accessed as this one was.*

*[I] found this to be very helpful and will share with my children as well.*



MSPB's active shooter situations training reached **nearly 87,000 people** in FY 2018.



## MSPB Hosts Statewide HR Summit

MSPB hosted the 2018 HR Summit on June 1 at the Mississippi Department of Rehabilitation Services Auditorium in Madison. Over 150 HR professionals representing 52 state agencies attended the event.



Topics included:

- State of the Workforce
- Employee Engagement
- Succession Planning
- Staff Development
- MSPB Policy Updates
- Legal Q & A
- HR Professionals as Strategic Business Partners



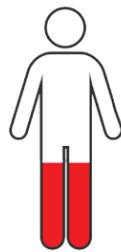
We are a **diverse workforce.**

**\$37,911**  
Average Salary



**61%**  
of employees earn less than the average salary.

**61%**  
FEMALE



**39%**  
MALE



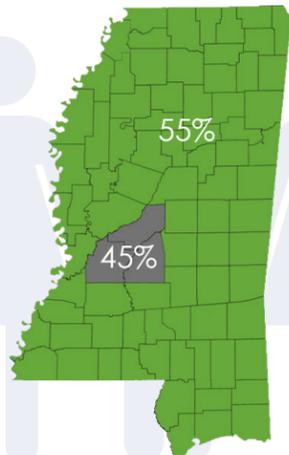
82% of employees earn **less than \$50,000 annually.**

**9.6** Average Years of Service  
62% of employees have served 10 years or less.

**45.2**  
Average Age

**55%** of the workforce is employed outside of Metro Jackson.

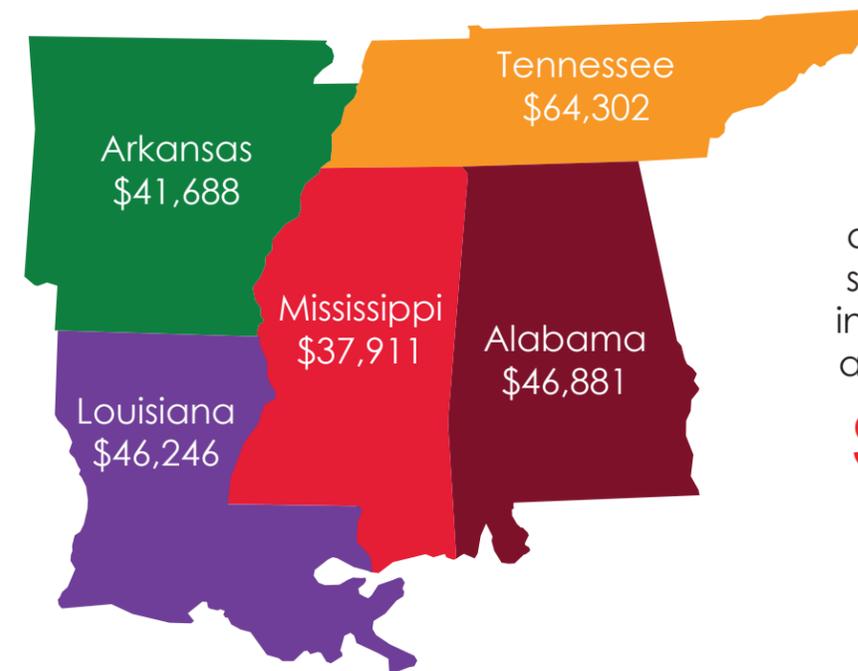
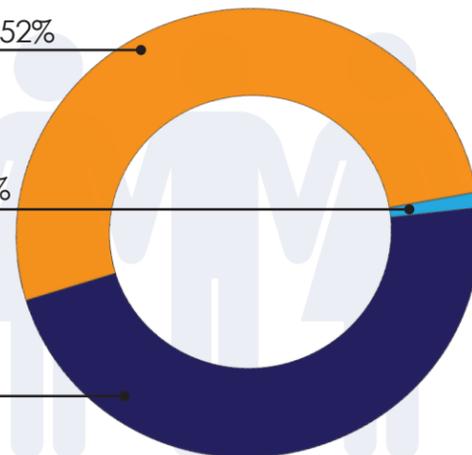
**16** state agencies have a majority of their workforce employed outside of Metro Jackson.



African American 52%

All Other Races 1%

Caucasian 47%



The average annual salary for state employees in Mississippi's four adjoining states is

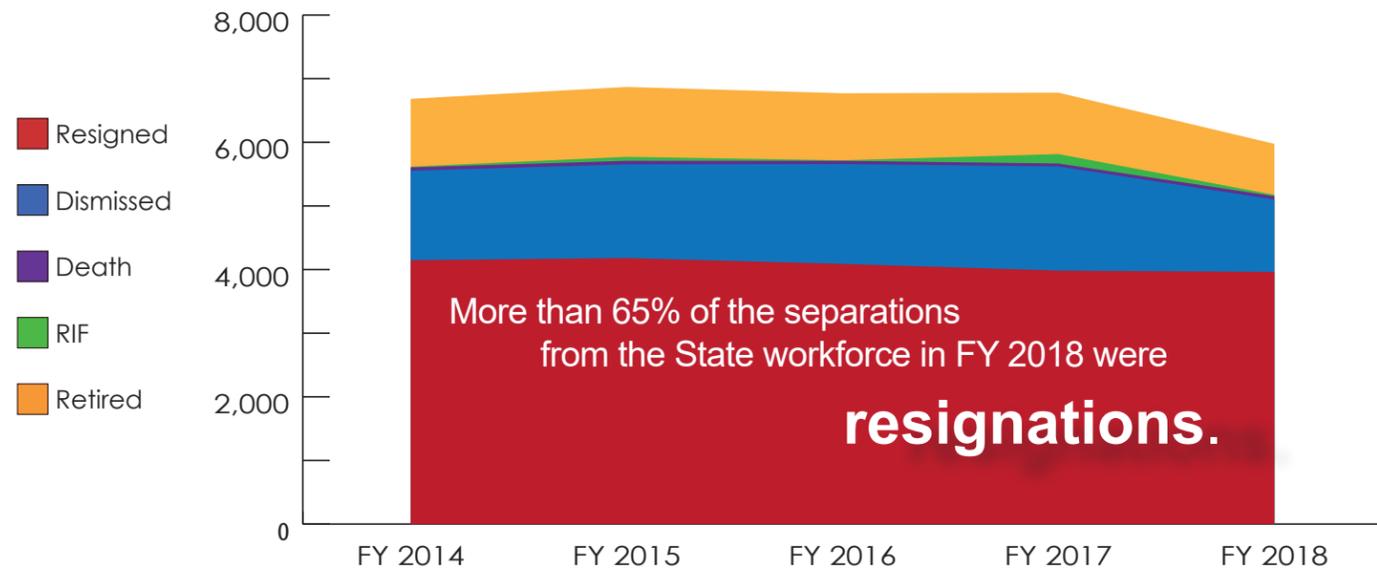
**\$49,779**

As of June 30, 2018

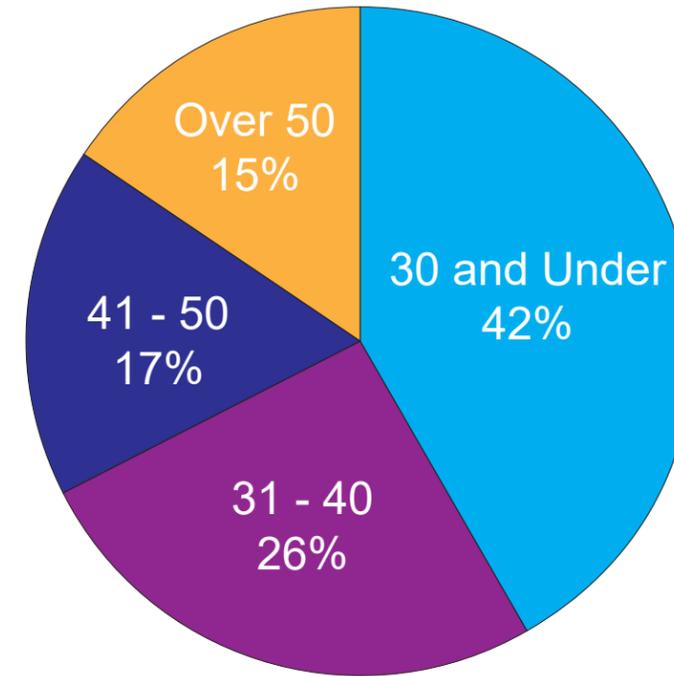
## Retention

is **crucial** to ensuring a quality workforce for Mississippi's future.

## Separations



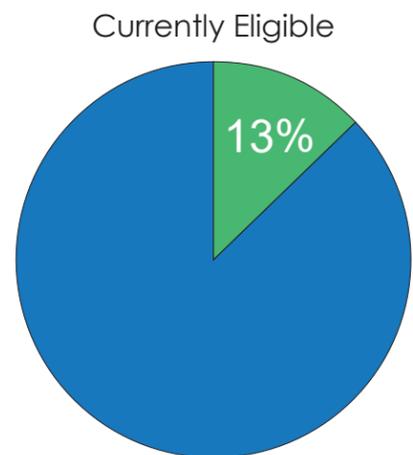
## Resignations by Age



**68%**  
of total resignations in FY 2018 were employees 40 and under.

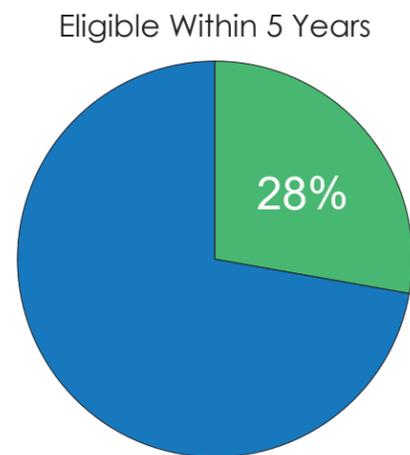
## Retirement Eligibility

While resignation rates remain consistently high, more than one-fourth of our workforce will be eligible to retire within 5 years.



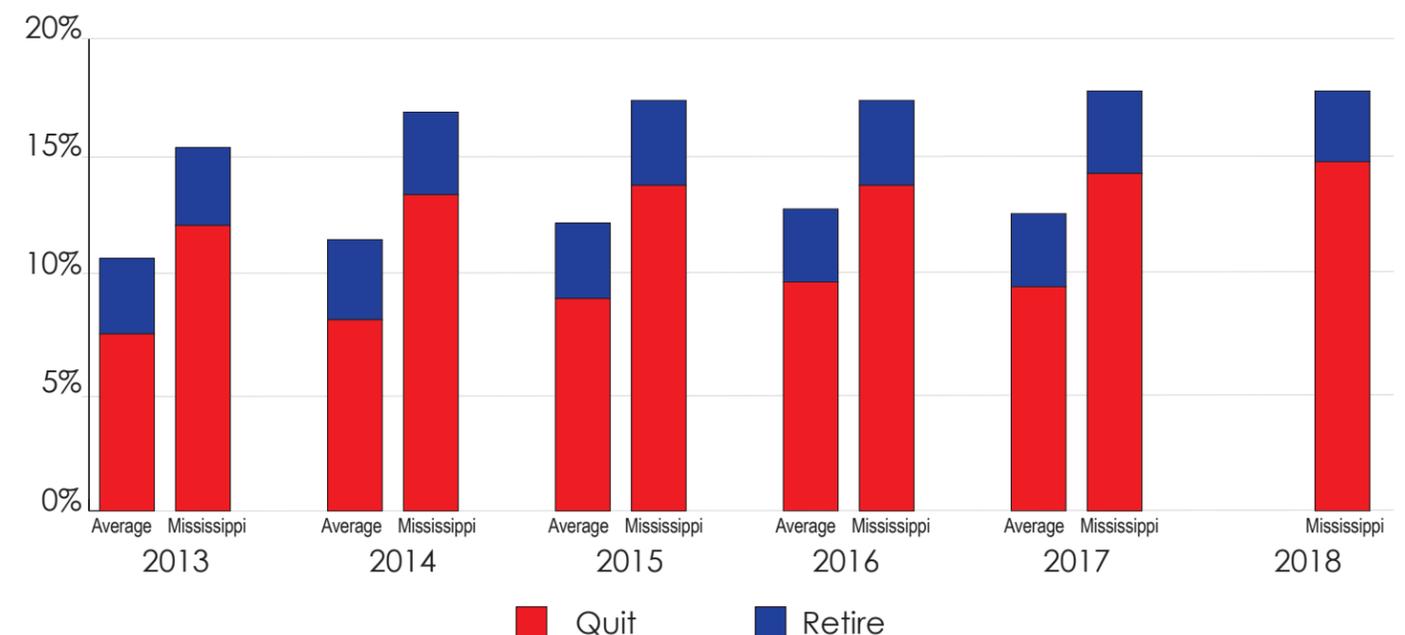
**3,324** of 26,355

As of July 1, 2018



**7,422** of 26,355

## Voluntary Turnover Rates



National data source: U.S. Bureau of Labor Statistics  
State and Local Government National Average is calculated based on calendar year.  
Mississippi data is calculated based on fiscal year.

# Workforce Development

The goal of the Office of Workforce Development is to provide state agencies with the tools, information, and training needed to ensure a quality workforce for state government. Our programs include:

**Administrative Services Certification Program**

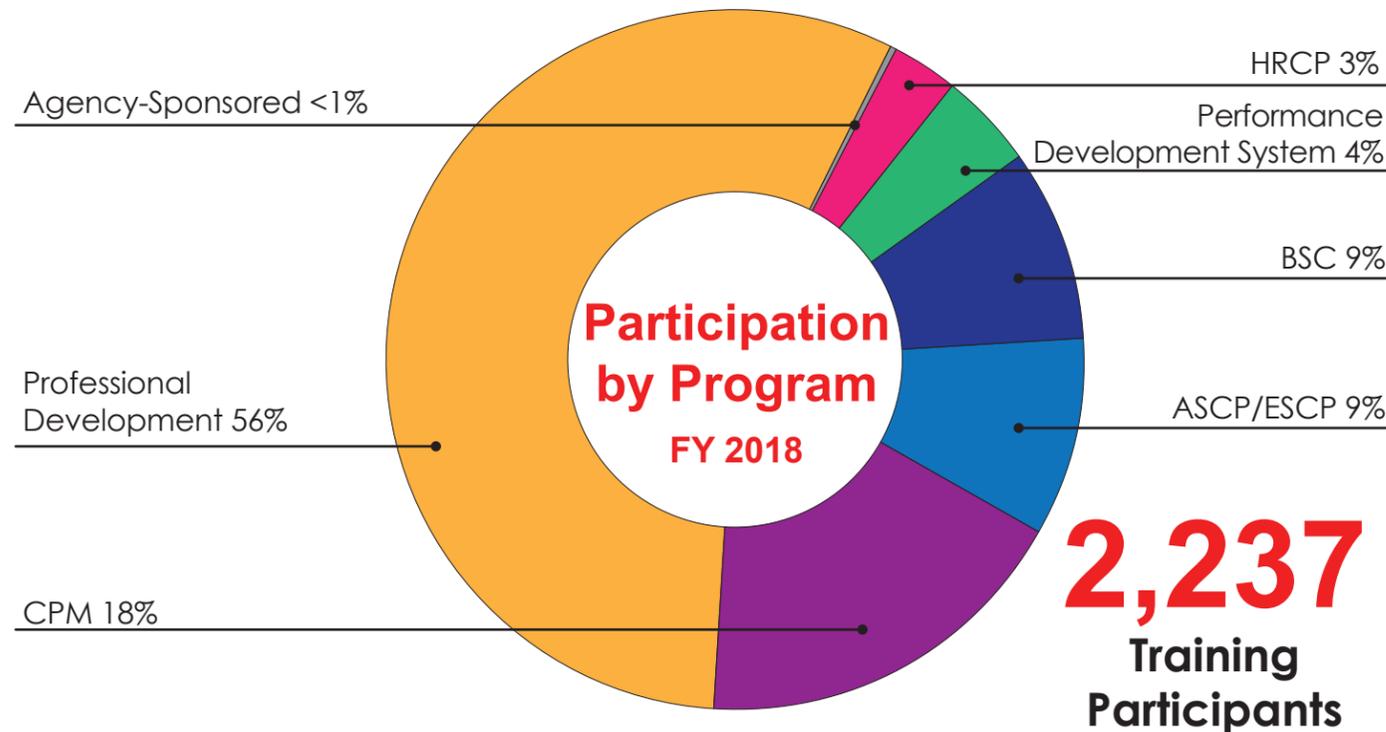
**Basic Supervisory Course**

**Certified Public Manager® Program**

**Human Resources Certification Program**



**MCPM 2018 Graduates.** Professional development courses such as the nationally accredited Certified Public Manager® program build leadership in state government.



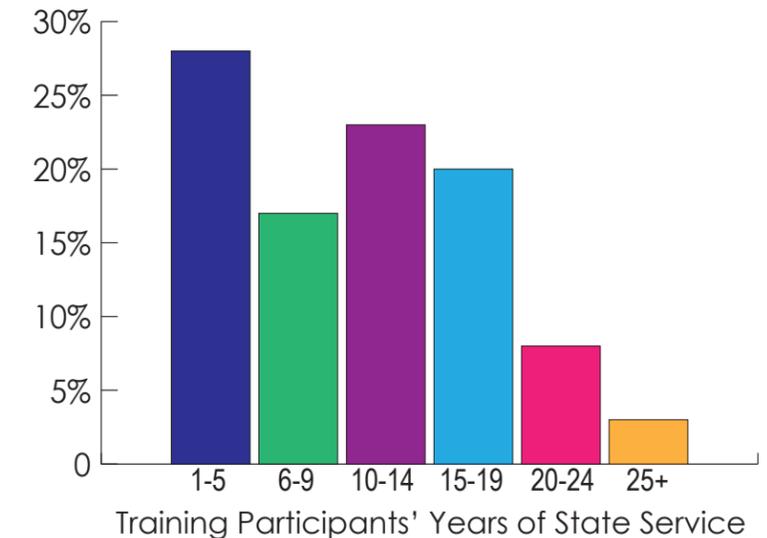
To address turnover, we are committed to

## enhancing the engagement of new state employees

through our training programs.

With a rapidly growing retirement age group and an average service time of just ten years, MSPB is focusing on practices proven to aid in the retention of personnel including developing training opportunities to benefit employees and their agencies.

Employees with **5 years of service or less** were the largest group of training participants.



### Office of Workforce Development honored by the University of Southern Mississippi with the Human Capital Development

## Community Partner Award

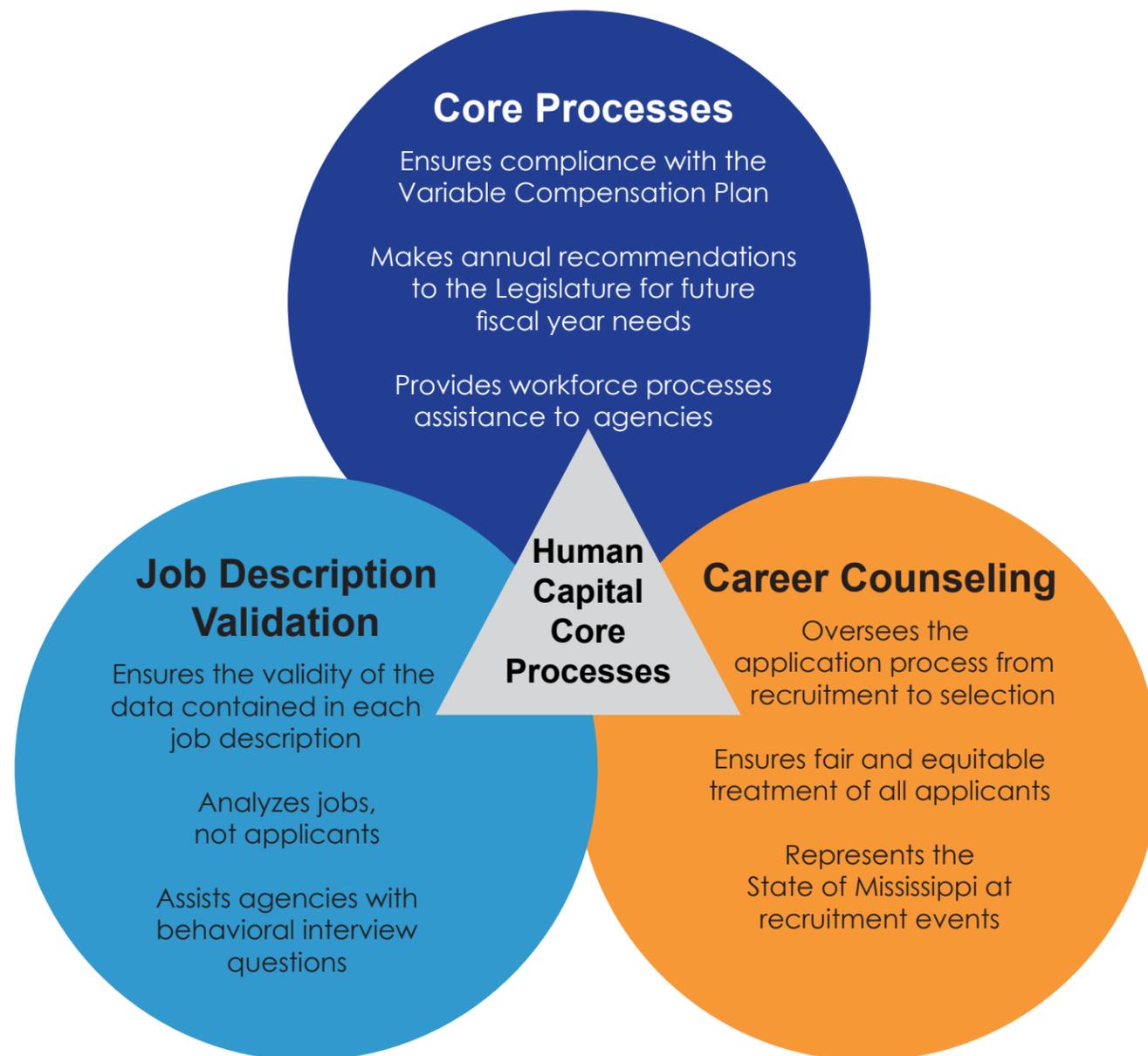
MSPB received the Community Partner Award from the Department of Human Capital Development at the University of Southern Mississippi Gulf Coast campus. Most recently, MSPB hosted two USM Mastery Project students. MSPB has cultivated a partnership with USM faculty and students for the past two decades.



MSPB Workforce Development Director Jan Sims (center) accepts the Community Partner Award from Dr. Cyndi Gaudet (left) and Dr. Heather Annulis of the University of Southern Mississippi.

# Human Capital Core Processes

The Office of Human Capital Core Processes serves agencies, employees, and job seekers and is comprised of three divisions: core processes, job description validation, and career counseling.



Part of MSPB's strategic mission is to

**attract** and  
**retain**

quality workers in state government.

**168,506**

**Number of  
Job Applications  
Received in FY 2018**

As part of our mission to ensure a quality workforce, MSPB participates in numerous job fairs and employment expos across the state such as those sponsored by the Governor's Job Fair Network. Our FY 2018 job fairs included:

Vet2Hire Health and Job Fair  
Vicksburg Area Job Fair  
Mid-South Area Job Fair  
Greenwood Leflore Area Job Fair  
Jackson State University Career Expo  
Mississippi Valley State University Job Fair  
Holmes County Area Job Fair  
Golden Triangle Area Employment Expo  
Enterprise Area Job Fair  
MSU/Meridian Community College Job Fair  
Pine Belt Job Fair  
Forest Area Job Fair  
Jobs for Jacksonians  
Holmes County School District Career and College Fair  
Tougaloo College Career Fair  
Meridian Area Job Fair  
Mississippi College Career Day  
Jackson State University Career Expo  
Mississippi Valley State University Career Fair  
Southwest Regional Workforce Training Center Job Fair

Belhaven University Annual Career Fair  
Holmes Community College Career Fair  
Greenwood EmployAbility Job Fair  
Delta State University Career Fair  
Employment Expo  
Pathways Job Fair  
East Central Community College Workforce Fair  
Southern Region Military and Civilian Job Fair  
Meridian Community College Nursing and Healthcare Expo  
Mississippi College School of Business Meet and Greet  
Claiborne County Area Job Fair  
Jackson EmployAbility Job Fair  
Walthall County Work Ready Job Fair  
Jobs for Graduates  
Yazoo County Area Job Fair  
Greenville Regional Job Fair  
Volunteer Mississippi Opportunity Fair  
I-59 Job Fair  
New Horizon Career and College Expo

The Employee Appeals Board provides a

**fair** and  
**impartial**  
**appeals process** for employees.



**Initial Appeals**

Demotions.....	3
Suspensions Without Pay.....	5
Terminations.....	39
Unresolved Grievances.....	15

**62**

**Total Appeals  
Filed in FY 2018**

**49**

**Total Orders  
Rendered in FY  
2018**

**Initial Orders Rendered**

Affirmed.....	23
Agreed.....	8
Dismissed.....	14
Reversed.....	4
Partial Relief.....	0



The EAB is comprised of three Hearing Officers, one from each Supreme Court district, who are appointed by MSPB members. This forum provides employees of the State of Mississippi an opportunity to appeal agency-level decisions that adversely affect the employee's service.

MSPB team members love to

**serve** at the

*m.u.s.t.a.r.d  
s.e.e.d*



Since 2016, MSPB team members have volunteered their time at The Mustard Seed.

This year, MSPB hosted a "Soup"er Bowl party for the Seedsters with a soup competition, games, and activities.



Located in Brandon, The Mustard Seed seeks to meet the spiritual, physical, emotional, and intellectual needs of adults with developmental disabilities by providing a loving and protected community with meaningful activities that allow the participants to fulfill their potential.





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