

FY 2024

ANNUAL REPORT



MISSISSIPPI
STATE PERSONNEL BOARD

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*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.
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Who We Are

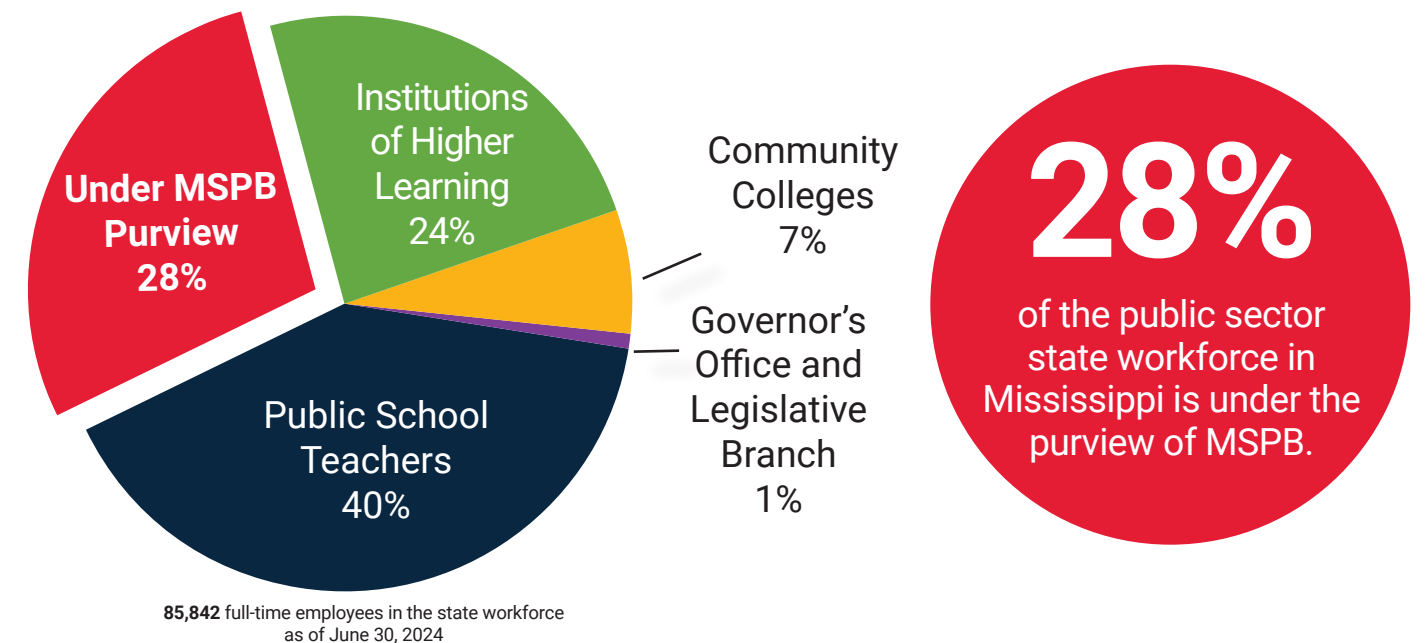


Our Vision:
To ensure a quality workforce for the State of Mississippi.

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

What We Do:
We work to give agencies the tools to achieve their missions through their employees.

Who We Serve:
We exist to serve state agencies, their employees, and job seekers.



24,386

full-time employees
under MSPB purview

71

master agencies
under MSPB purview

As of June 30, 2024



Board Members

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.

CHAIRMAN ALWYN LUCKEY, OCEAN SPRINGS



Alwyn Luckey was appointed to the Board by Governor Phil Bryant in April 2012. He is 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.

VICE CHAIRMAN SCOTT SHOEMAKER, JACKSON



Scott Shoemaker was appointed to the Board by Governor Tate Reeves in March 2021. He is the president and broker of Shoemaker Homes in Ridgeland. He is a past president of the Home Builders Association of Jackson, the Home Builders Association of Mississippi, and the Ridgeland Chamber of Commerce.

COLONEL NICK P. ARDILLO, JR., COLUMBUS



Colonel Nick Ardillo was originally appointed to the Board by Governor Haley Barbour in June 2011. 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. (Colonel Ardillo retired from the Board in October 2024.)

DONALD BROWN, VICKSBURG



Donald Brown was originally appointed to the Board by Governor Haley Barbour in 2005. He 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.

STEPHANIE CUMMINS, BRANDON



Stephanie Cummins was appointed to the Board by Governor Phil Bryant in March 2017. She is the co-owner and associate broker at Front Gate Realty. She serves on the board of directors for the Mississippi Realtor Association, the Home Builders Association of Jackson, and the Home Builders Association of Mississippi.

Legislative Advisors



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

REPRESENTATIVE STEVE MASSENGILL, HICKORY FLAT

Representative Massengill has served as Representative for District 13, which includes Benton, Lafayette, Marshall, and Union Counties, from 2012 to present. His committee memberships include Transportation - Chair, Management - Vice Chair, Agriculture, Appropriations A, Interstate Cooperation, Public Health and Human Services, Public Utilities, and State Affairs.



REPRESENTATIVE SAM C. MIMS, V, MCCOMB

Representative Mims has served as Representative for District 97, which includes Adams, Amite, Franklin, and Pike Counties, from 2003 to present. His committee memberships include Appropriations D - Chair, Appropriations A, Enrolled Bills, Medicaid, and Public Health and Human Services.



SENATOR JASON BARRETT, BROOKHAVEN

Senator Barrett has served as Senator for District 39, which includes Amite, Franklin, Lawrence, Lincoln, and Pike Counties, from 2020 to present. His committee memberships include Labor - Chair; Accountability, Efficiency, and Transparency - Vice Chair; Corrections; Finance; Highways and Transportation; Housing; Judiciary, Division A; Judiciary, Division B; and Medicaid.



SENATOR DAVID PARKER, OLIVE BRANCH

Senator Parker has served as Senator for District 2, which includes DeSoto County, from 2013 to present. His committee memberships include Accountability, Efficiency, Transparency - Chair; Public Health and Welfare - Vice-Chair; Appropriations; Drug Policy; Economic and Workforce Development; Education; Elections; Government Structure; Joint Legislative Budget Committee; and Judiciary, Division A.





Excellence in Government

Governor Tate Reeves honored Willie McKercher of the Mississippi Department of Environmental Quality and Mayor Jim Luke of the City of Picayune with the 2024 Excellence in Government Awards. The foundation of these awards is to encourage the development of innovative systems of public administration. In 2012, the Mississippi State Personnel Board established and presented the inaugural Mississippi Excellence in Government Awards program at the direction of the Mississippi Legislature.

The recipient of the Excellence in State Government Award is Willie McKercher, director of MDEQ's Dam Safety Division. In 2020, McKercher oversaw the creation of the Mississippi Dam Safety Grant Fund established by the Mississippi Legislature. In 2021 and 2022, the grant program distributed more than \$3.8 million in state grant dollars to dam owners for repairs to 27 high hazard dams across the state.

Mississippi's Dam Safety Grant Fund is the first of its kind in the country, and under McKercher's leadership, the Mississippi program became a model for other states. McKercher implemented robust grant

EXCELLENCE IN Government AWARDS

Recognizing excellence and innovation in government

guidelines with a formula for ranking all applications based on the amount of risk reduction being generated per dollar and the total risk being posed by the dam. His incorporation of risk assessment and cost benefit analysis into the grant selection process was a major innovation, and the process is now used to help improve decision making in other areas of the dam safety program.

McKercher graduated with a degree in biological engineering from Mississippi State University in 2001 and started with MDEQ that same year. He began in the Groundwater Assessment and Remediation Division (GARD) within the Office of Pollution Control at MDEQ. While working in GARD, he earned a master's degree in civil engineering from the University of Mississippi in 2005. He also became licensed as a

"Mississippi is blessed with extraordinary and accomplished public servants like Willie McKercher and Mayor Jim Luke. They've both made an indelible impact on our state and their fellow Mississippians. I'm honored to recognize their achievements," said Governor Tate Reeves.

Professional Engineer in 2007 and as a Board-Certified Environmental Engineer in 2013. He briefly left MDEQ in 2018 to serve as the Gulf Region Operations Leader of a private consulting firm before returning to MDEQ in 2019 to serve as the director of the Division of Dam Safety.

The recipient of the Excellence in Local Government Award is Mayor Jim Luke of the City of Picayune. Jim Luke has spent his career improving the City of Picayune, starting his career as a police officer at the Picayune Police Department. He then served as the campus police chief for the Picayune School District before becoming the chief of police for the City of Picayune.

Under Luke's leadership, the Picayune Police Department achieved significant advancements in community engagement and public safety. Luke initiated innovative programs such as the Teen 411 Program and the Police Camp, aimed at fostering positive relationships between law enforcement and youth. As chief, he spearheaded the Partnership, Pride, and Progress Program, which revolutionized public safety technological capabilities without incurring additional costs for the city. Through innovative partnerships with local businesses, the program facilitated the exchange of information and resources beneficial to law enforcement and the community.

In 2011, Luke was appointed city manager for Picayune, and he served in this role until he was elected mayor in 2021. As city manager, he repurposed the former Crosby Memorial Hospital Building into Crosby Commons. By securing grants and utilizing recycled materials, the project transformed the old run-down, unused building

into an award-winning park, showcasing an innovative approach to urban redevelopment. The ongoing project, The Oaks at Crosby Commons, demonstrates Mayor Luke's ability to secure substantial grants for community development and resource optimization.

Throughout his career, Luke has been recognized for his contributions, with the City of Picayune winning eleven Mississippi Municipal League (MML) awards across all categories under his leadership. In 2018, he received the Mississippi Main Street Hero Award for his contributions to the city.

Born and raised in Mississippi, Luke attended Picayune Memorial High School, Pearl River Junior College, the University of Southern Mississippi, and the FBI Command College. He is also a published author, having written five books on Picayune's history and contributed to Chicken Soup for the Soul and various magazines.

"Mississippi is blessed with extraordinary and accomplished public servants like Willie McKercher and Mayor Jim Luke," said Governor Tate Reeves. "They've both made an indelible impact on our state and their fellow Mississippians. I'm honored to recognize their achievements."

MSPB Executive Director Kelly Hardwick said, "This year's award recipients exemplify excellence in government and a commitment to public service. It is an honor to join Governor Reeves in recognizing these outstanding public servants."



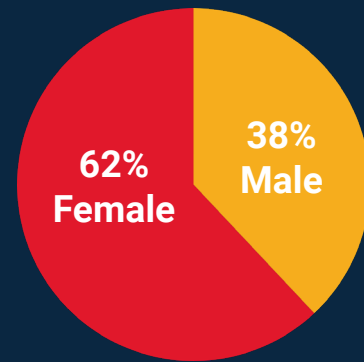
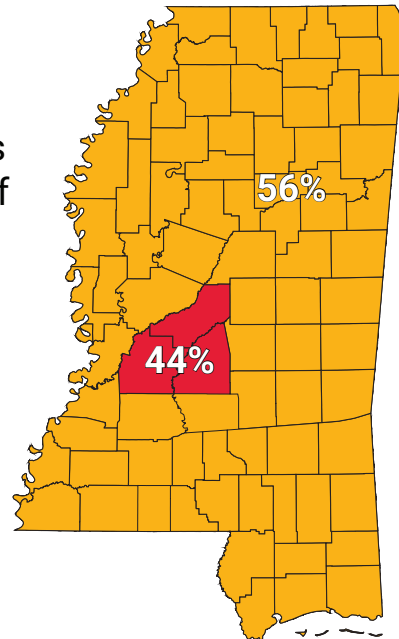
(L to R) Excellence in State Government award recipient Willie McKercher, FY 2025 MSPB Chairman Scott Shoemaker, Governor Tate Reeves, and Excellence in Local Government award recipient Mayor Jim Luke



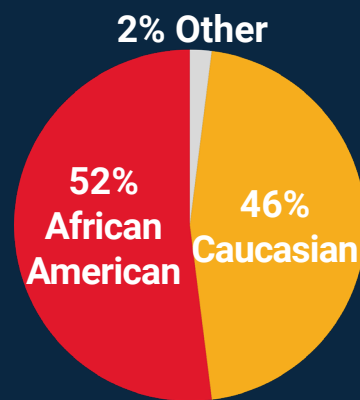
Purview Employees

56% of state employees are employed outside of Metro Jackson.

18 state agencies have the majority of their workforces employed outside of Metro Jackson.

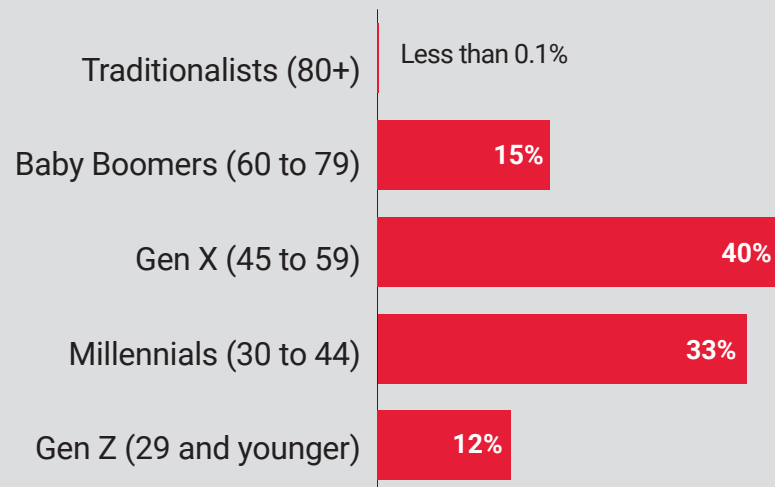


46
Average Age



9.2
Years

Generations in the State Workforce



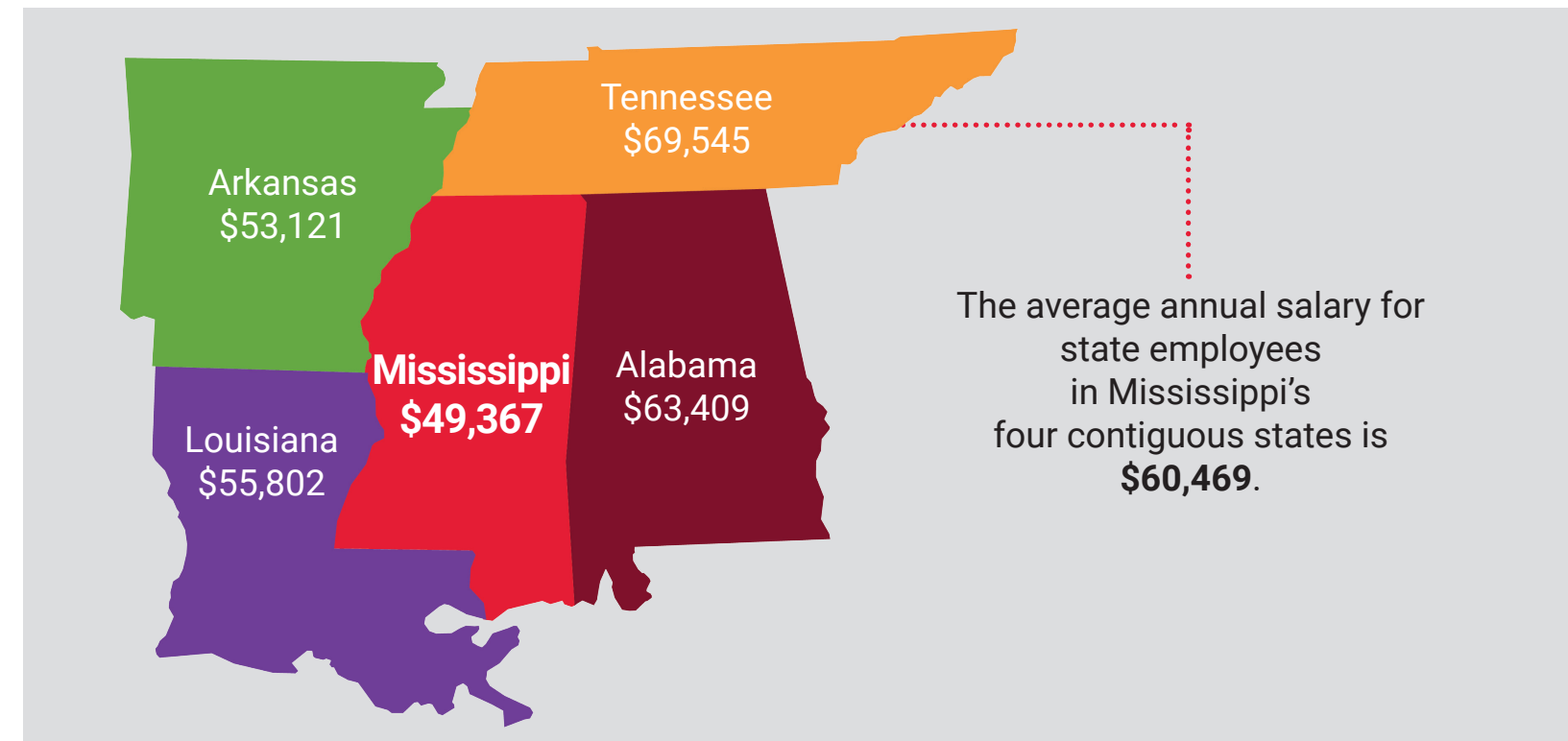
35% of state employees have more than 10 years of service.

Pages 8-9 are as of June 30, 2024.

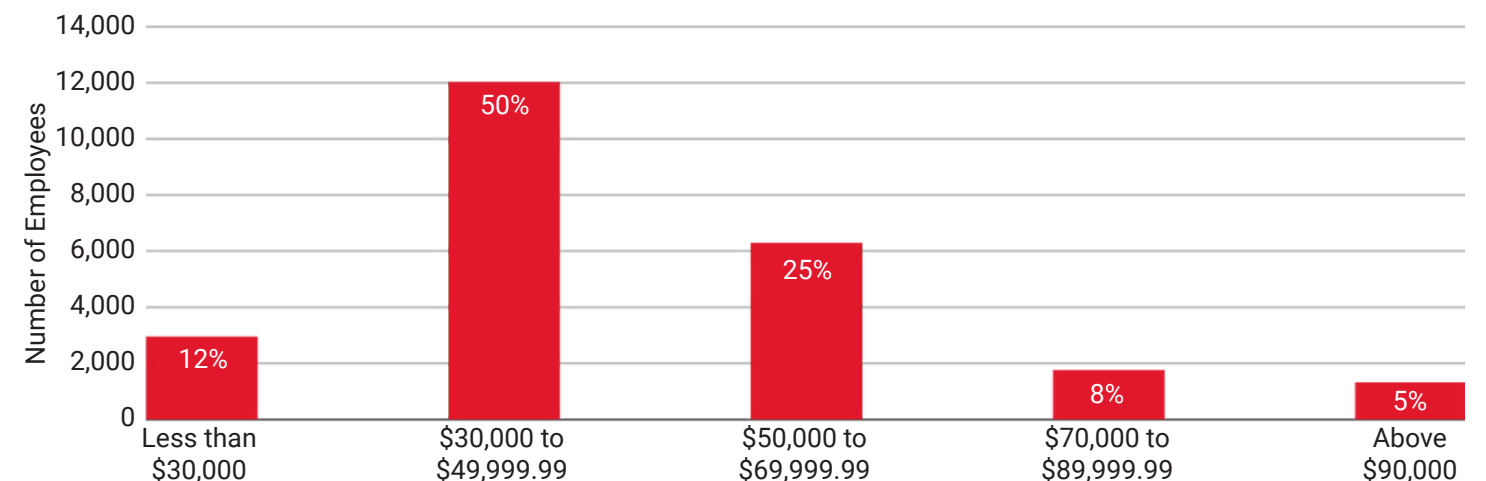
\$49,367
Average Salary

60% of employees earn less than the average salary.

62% of employees earn less than \$50,000 annually.



Salary Distribution



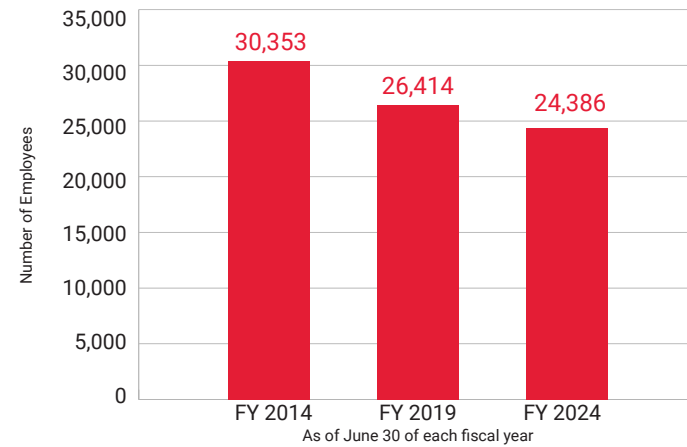


Trends

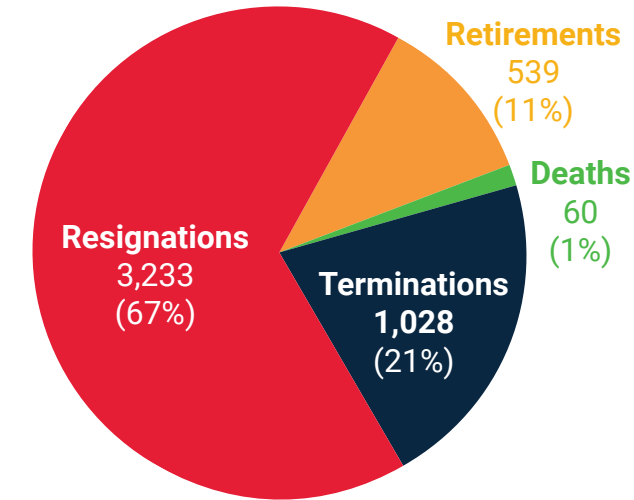
Employee Count

20% Percent decrease in state employees over the past decade

5,967 Fewer employees in state government than in FY 2014



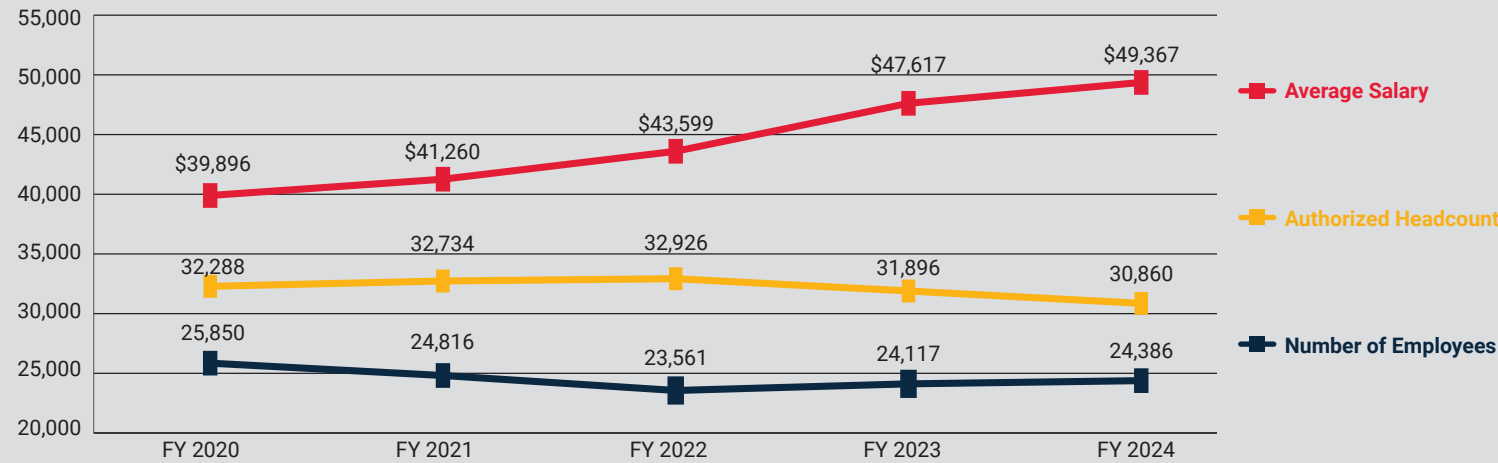
Separations in FY 2024



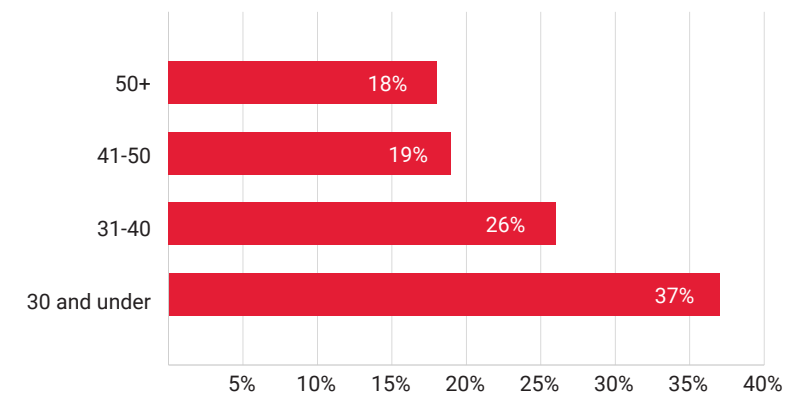
Job Families with the Most Resignations in FY 2024

1. Support Care
2. Correctional Security
3. Social Services
4. Benefits and Eligibility
5. Transportation and Infrastructure Maintenance
6. Administrative Support
7. Nursing
8. Sworn Law Enforcement
9. Program Management and Support
10. Customer Service

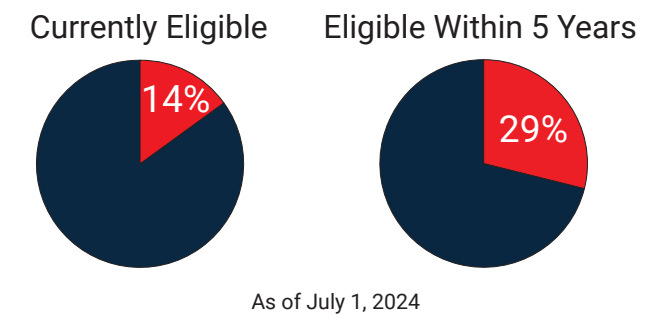
5-Year Comparison



Resignations by Age in FY 2024



Retirement

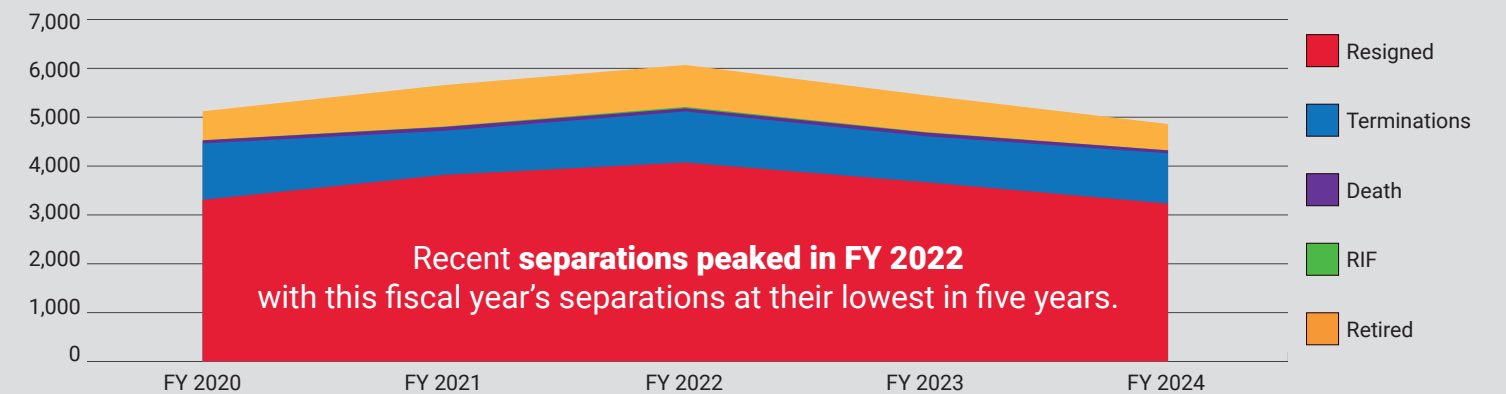


Workforce Trends

	10 Years Ago	5 Years Ago	FY 2024
Number of Employees	30,353	26,414	24,386
Applications Received	242,767	183,658	142,457
Average Salary	\$34,655	\$38,364	\$49,367
Employees Earning Less Than \$50,000	86%	82%	62%
Resignations	3,846	3,572	3,233

As of June 30, 2014, 2019, and 2024

Employees Leaving State Government





MSPB Resources

TELEWORK

MSPB provides **telework resources** for state agencies such as templates and best practices.

Potential telework problems such as decreased productivity or unavailability are **disciplinary issues handled at the agency level.**

For agencies that allow their employees to telework, MSPB assists with **compliance with state and federal laws.**



28%

Percentage of state employees estimated to be **ineligible for telework** based on job duties that require them to be at the work site

17% of state employees are reported to be teleworking in some capacity.

45 master agencies report having teleworking employees.

As of September 1, 2024



Sharing Human Resources Personnel (SHRP)

This program allows agencies, boards and commissions with a headcount of less than 30 to outsource their human resources needs to MSPB at no additional cost.

20

Eligible agencies participate in MSPB's SHRP program

MSPB Divisions



MSPB is comprised of four divisions to serve state agencies, current state employees, and job seekers.




**Classification,
Compensation, and
Recruitment**



**Training and
Development**



**Employee Appeals
Board**



Operations

Personnel Advisory Council

The Personnel Advisory Council advises MSPB in the development of policies, programs, rules and regulations which will improve public employment in the state. The council also assists in the promotion of public understanding of the purposes, policies, and practices of the state personnel system.

Members are appointed by and serve terms concurrent with the Governor. Members include:

- | | |
|---------------|--|
| Kesha Funches | Department of Finance and Administration |
| Kayla Pyron | Division of Medicaid |
| Katie Storr | Department of Mental Health |
| Lamar Wilson | Department of Revenue |



Classification and Compensation

Classification and compensation work together to create a system that provides consistent, fair, and equitable compensation for employees. The State of Mississippi's classification and compensation system policies are outlined in the Variable Compensation Plan.

Agencies under MSPB purview are assigned analysts who work with agencies to ensure they are in compliance with the Variable Compensation Plan. In FY 2024, MSPB analysts processed 29,260 HR transactions.

MSPB Hosts National Compensation Conference



In October 2023, MSPB hosted the 2023 National Compensation Association of State Governments (NCASG) Annual Conference in Ridgeland. State government compensation professionals from 17 states gathered to discuss topics including addressing pay equity in a merit system, managing salary compression, and surveying local markets.

Ryan Beard, MSPB's director of classification, compensation, and recruitment, is the immediate past president of NCASG.

NCASG is a forum for compensation professionals from member states to exchange information, professional expertise, and knowledge related to the compensation of state government employees.

Recruitment



2024 MISSISSIPPI STATE AGENCY JOB FAIR

In March 2024, the Mississippi State Personnel Board partnered with the Mississippi Department of Employment Security, through the Governor's Job Fair Network, to host the inaugural state agency job fair.

This unique job fair featured Mississippi state agencies as the only employers present at the job fair to highlight opportunities within state government. Agencies held interviews at the job fair and hired job seekers on the spot. MSPB's entire classification, compensation, and recruitment team was present for compensation and application evaluation.



Statistics are based on responses from 34 agencies. The number of job offers is based on the number of offers, not number of applicants receiving offers (one person could have received multiple offers).

Mississippi Joins National Governors Association Skills-Based Hiring Community of Practice

In 2024, Mississippi joined the National Governors Association's Skills-Based Hiring Community of Practice. The "Skills in the States" Community of Practice includes 22 states and one territory and convenes periodically to identify and share emerging best practices, challenges, successes, and lessons learned in skills-based hiring.



State Personnel Director Kelly Hardwick (second from right) served on a panel regarding skills-based hiring in the public sector at the NGA skills-based hiring strategy conference.

Quicker Job Posting Timeline

In July 2023, 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 when it's on the MSPB website from **eight business days** to **one business day**.





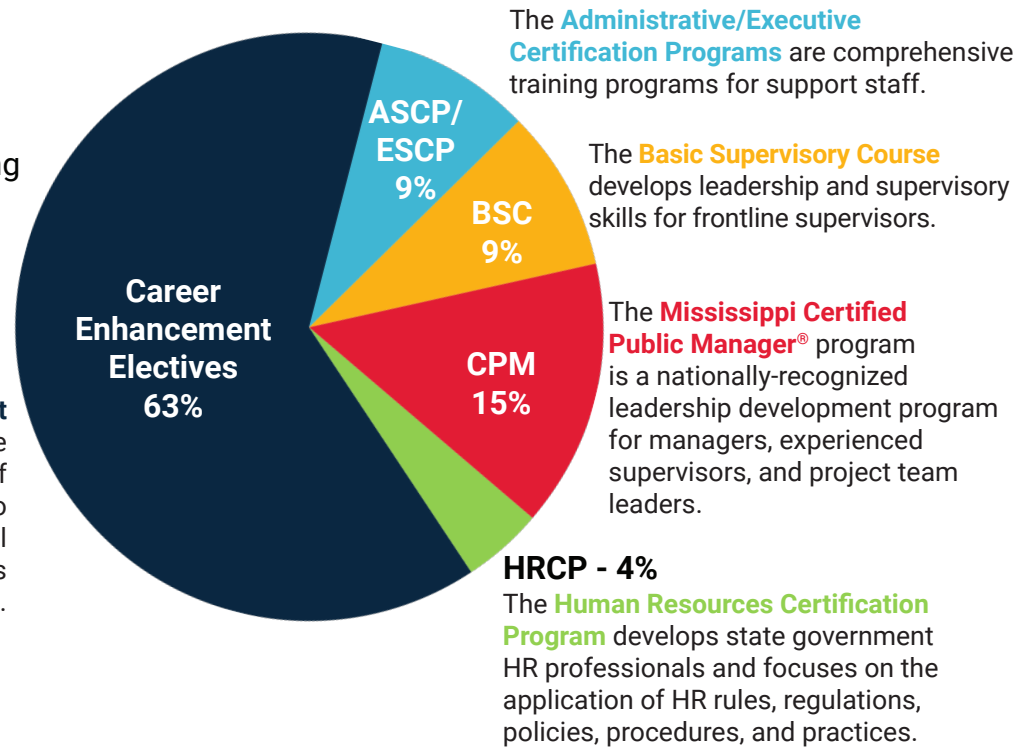
Training and Development

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

3,039

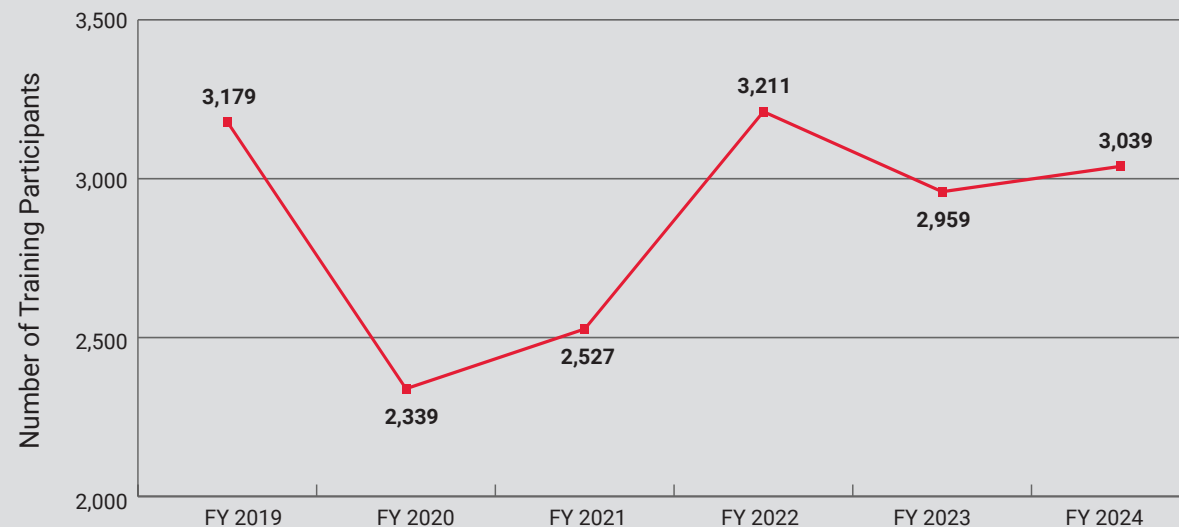
Participants in MSPB training courses representing 49 agencies

MSPB's **career enhancement electives** are open to all state employees and cover a variety of topics from communication to legal issues. Many professional development courses serve as electives to our programs.



Training Enrollment

Our training courses have resumed to **pre-pandemic enrollment**.



MSPB Launches New Training Program



MISSISSIPPI LEAD
LEADERSHIP EXCELLENCE AND DEVELOPMENT

In January 2024, the MSPB Office of Training and Development launched its first new training program in nearly a decade, **Mississippi LEAD** (Leadership Excellence and Development).

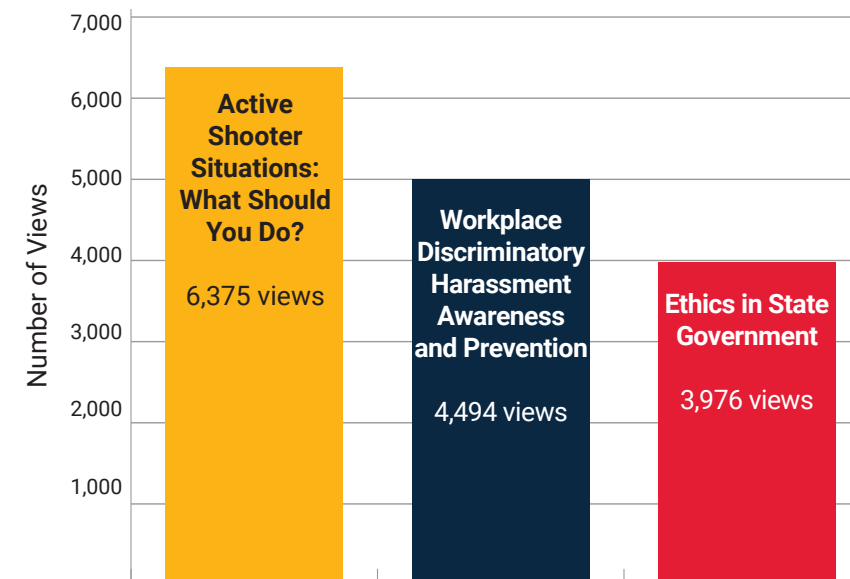
This two-year virtual initiative expands on MSPB's current training programs while focusing on more advanced strategic leadership topics. With monthly webinars and quarterly events, Mississippi LEAD is designed to fit an executive leader's busy schedule. Participants explore leadership topics including accountability, change management, and problem-solving. Quarterly events focus on topics specific

to Mississippi state government like the legislative process, legal updates, and appropriations bills.

Each participant must be nominated by his or her agency head, meet the program's eligibility qualifications, and be selected by MSPB to participate. The inaugural cohort of Mississippi LEAD consists of 31 executive leaders in state government.

OnDemand eLearning

MSPB currently offers three eLearning videos for state employees. Topics include workplace discriminatory harassment awareness and prevention, responding to active shooter situations, and ethics in state government. These videos are available for public access on the MSPB website.





Employee Appeals Board

In 1980, the Mississippi Legislature created the Employee Appeals Board, an entity separated from the MSPB by statute, but supported by the agency through administrative services.

The EAB provides a fair and impartial appeals process for employees and 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.



EAB Fiscal Year 2024 In Review

Initial Appeals

Demotions	5
Suspensions Without Pay	4
Terminations	45
Unresolved Grievances	8

62
Total
Appeals Filed
in FY 2024

Initial Orders Rendered

Affirmed	14
Agreed	12
Dismissed	32
Reversed	3
Partial Relief	0

61
Total Orders
Rendered in
FY 2024

Electronic Filing on New EAB Website

In December 2023, the Employee Appeals Board launched a new website with an 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.



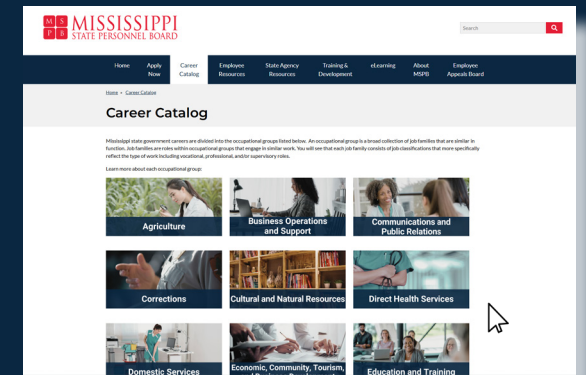
Innovations and Awards



New MSPB Website

In March 2024, MSPB launched a redesigned website to make it easier for stakeholders to find information regarding job openings, policies, templates, schedules, and more. New features include:

- **All HR resources in one place**
The "State Agency Resources" tab contains quick links to resources including templates, policies, telework information, and training videos.
- **A user-friendly calendar that is easily filtered**
Filter the MSPB calendar by public meetings, training courses, and training electives to more easily find events.
- **Streamlined career information**
The new Career Catalog (previously located at careers.mspb.ms.gov) is now accessible on a quick link on the MSPB home page.



State Personnel Director Recognized by National Association of State Personnel Executives

In July 2023, State Personnel Director Kelly Hardwick was honored by the National Association of State Personnel Executives (NASPE) with the Eugene H. Rooney, Jr. Leadership Award. This award recognizes individuals for exceptional leadership in state personnel management. Hardwick was appointed state personnel director in March 2017. Under his leadership, MSPB has made significant improvements to Mississippi's personnel system including the first major review and overhaul of Mississippi's classification and compensation system since 1981 (Project SEC²), a complete rewrite of the MSPB Policy and Procedures Manual and State Employee Handbook, and an overhaul of the state employee Performance Management System.

NASPE was established in 1977 to enhance communication and exchange of information among state government personnel executives across the country. NASPE provides educational resources for its members and a forum to share best practices in state human resource management through meetings, publications, surveys, and online discussion forums. NASPE is an affiliate organization of The Council of State Governments.





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