An Overview of the State Workforce Served by the

Mississippi State Personnel Board

Kelly Hardwick
Executive Director
Who We Are

• MSPB ensures that state agencies, boards, and commissions remain in compliance with laws and policy.

• We oversee the pre-hire to retire process.

• We serve as a resource for personnel needs.
Who We Are

- Under MSPB Purview: 30%
  - Public School Teachers: 39%
  - Governor's Office and Legislative Branch: <1%
  - Community Colleges: 7%
  - Institutions of Higher Learning: 24%

- 121 Agencies, Boards, and Commissions

- 88,280 Full Time Employees
  As of June 30, 2019
Human Capital Core Processes

- Recruitment and Selection
- Job Fairs

Career Counseling

- Variable Compensation Plan
- Legislative recommendations
- Agency actions

Core Processes

- Analyzes jobs, not applicants
- Ensures that each job description is valid

Job Description Validation
Employee Appeals Board

- MSPB provides administrative support
- Fair and impartial appeals process for state employees
- Three hearing officers (one from each Supreme Court district)
Office of Workforce Development

In FY 2019, more than 3,100 individuals attended classes hosted by the Office of Workforce Development.

- Human Resources Certification Program
- Certified Public Manager® Program
- Basic Supervisory Course
- Administrative Services Certification Program
- Professional Development (electives)
eLearning

- Active Shooter Situations
- Compliance:
  - Sexual Harassment
  - Ethics in State Government
  - Workplace Harassment
  - Employment Discrimination
- State Government Onboarding
- Individual Development Plan
- Performance Development Assessment

We trained more than 17,600 government employees online.
Our State Employees

- Female: 62%
- Male: 38%
- Caucasian: 46%
- African American: 53%
- All Other Races: 1%

- Average Age: 45.1
- Average Years of Service: 9.4

There are 15 state agencies with the majority of their workforces outside of the metro Jackson area.
The average salary for our state employees is **$38,364**.

How do we compare to other Mississippians?

The average Mississippian earns approximately $39,420 annually.

64% of our employees earn less than the average Mississippi salary.

How do we compare to other Americans?

The average American earns approximately $51,960 annually.

84% of our employees earn less than the average American salary.

How Do We Compare?

The Average Annual Salary for State Employees in Mississippi’s Four Adjoining States is $46,907.
<table>
<thead>
<tr>
<th>5 Years Ago</th>
<th>Now</th>
</tr>
</thead>
<tbody>
<tr>
<td>30,353 employees</td>
<td>26,414 employees</td>
</tr>
<tr>
<td>242,767 applications</td>
<td>183,658 applications</td>
</tr>
<tr>
<td>$34,655 average salary</td>
<td>$38,364 average salary</td>
</tr>
<tr>
<td>86% earn less than $50,000</td>
<td>82% earn less than $50,000</td>
</tr>
<tr>
<td>3,846 employees resigned</td>
<td>3,572 employees resigned</td>
</tr>
<tr>
<td>62% of resignations were employees under 40</td>
<td>68% of resignations were employees under 40</td>
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As of June 30, 2014 and June 30, 2019
Sharing Human Resources

• For agencies with fewer than 30 PINs, MSPB offers the **Sharing Human Resources Program**.

• This **voluntary** program is available to eligible agencies at **no additional cost**.

• We are currently serving **20 of 27** eligible agencies.
Turnover

Employees under 40 make up 37% of our workforce. However, 68% of total resignations were employees 40 and under.

While the majority of resignations are younger employees, more than 25% of our workforce will be eligible to retire within 5 years and more than 10% are eligible now.
Our turnover rate is the **lowest since 2013**.

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

The Legislature’s funding of realignment up to 3% for FY 2020 shows a commitment to **continuing employee retention**.
What’s next?

We are striving to improve our workforce.

• More efficient discipline and grievance policies
• Updated compensation system
• Consolidation of policy documents
• New Performance Development System
• Structure for employee development and succession planning