

# An Overview of the State Workforce Served by the



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Kelly Hardwick  
Executive Director

# Who We Are

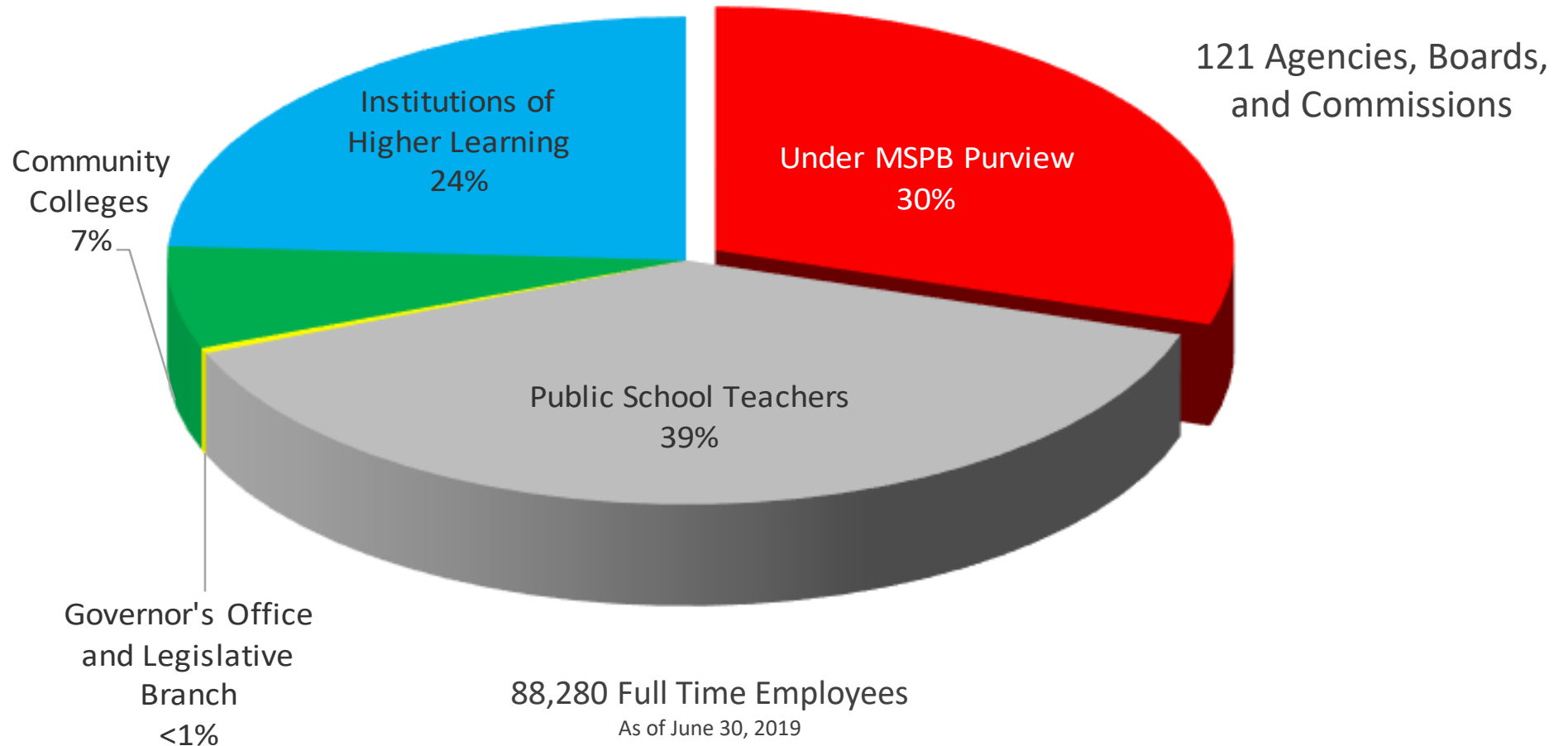
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- MSPB ensures that state agencies, boards, and commissions remain in **compliance with laws and policy**.
- We oversee the **pre-hire to retire** process.
- We serve as a resource for personnel needs.



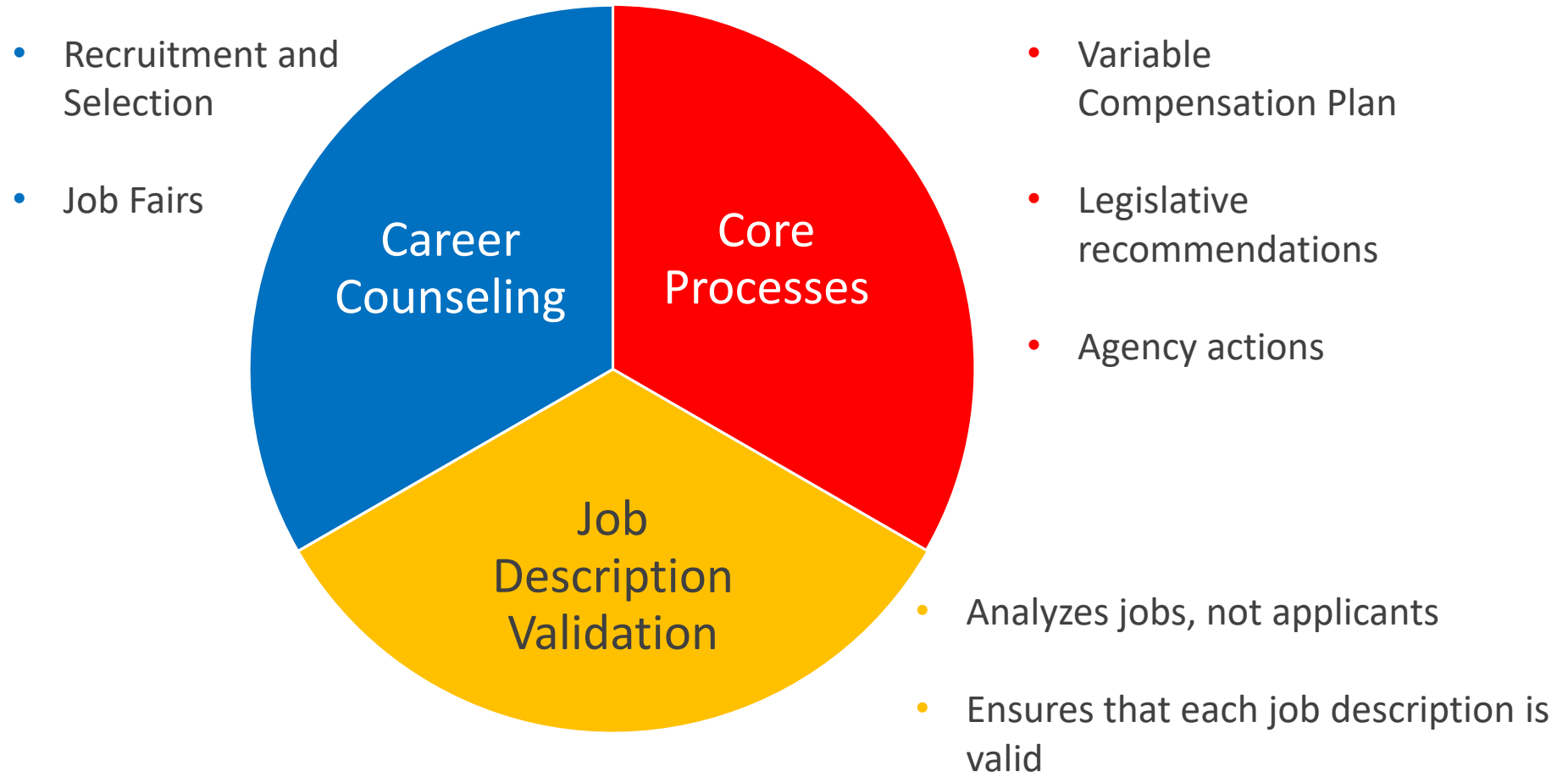
# Who We Are

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# Human Capital Core Processes

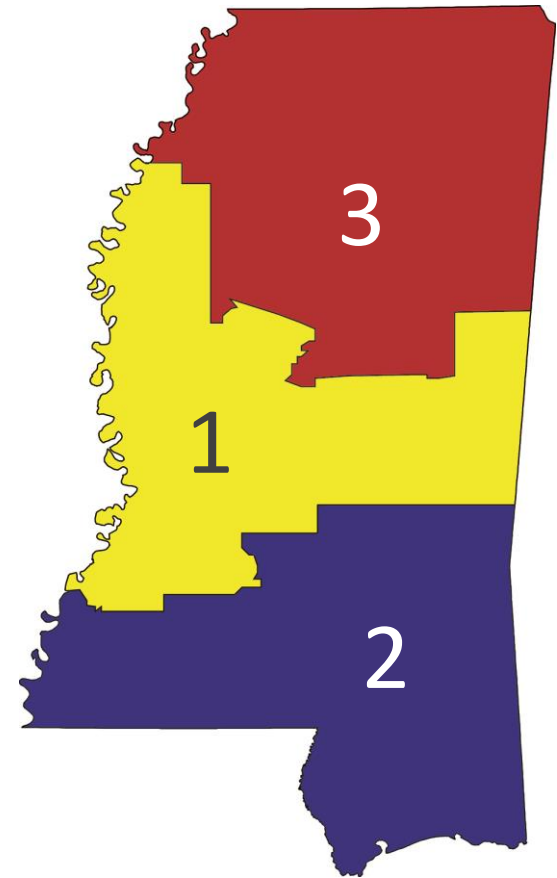
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# Employee Appeals Board

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

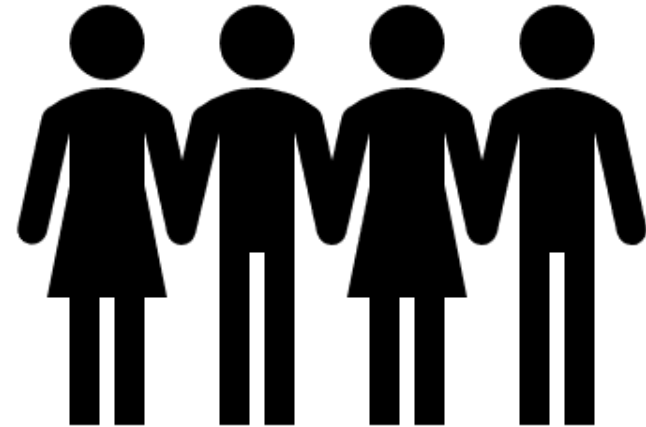


# Office of Workforce Development

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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)



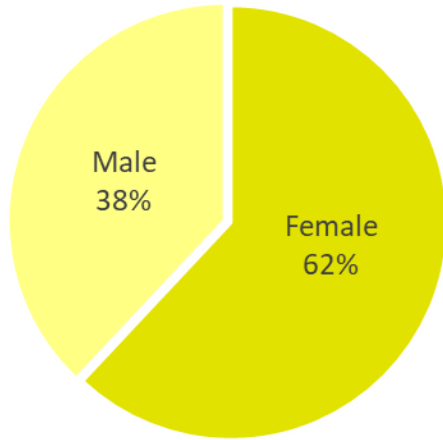
# eLearning

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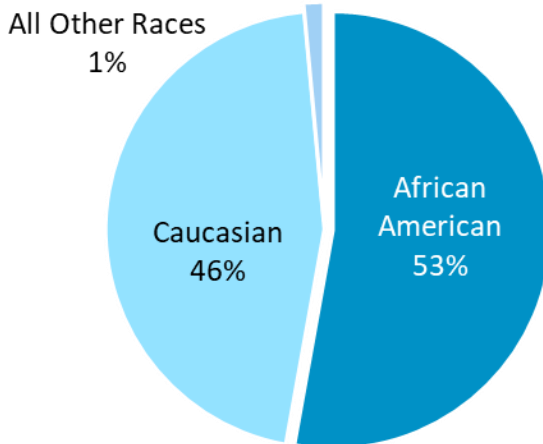


- Active Shooter Situations
- Compliance:
  - Sexual Harassment
  - Ethics in State Government
  - Workplace Harassment
  - Employment Discrimination
- State Government Onboarding
- Individual Development Plan
- Performance Development Assessment

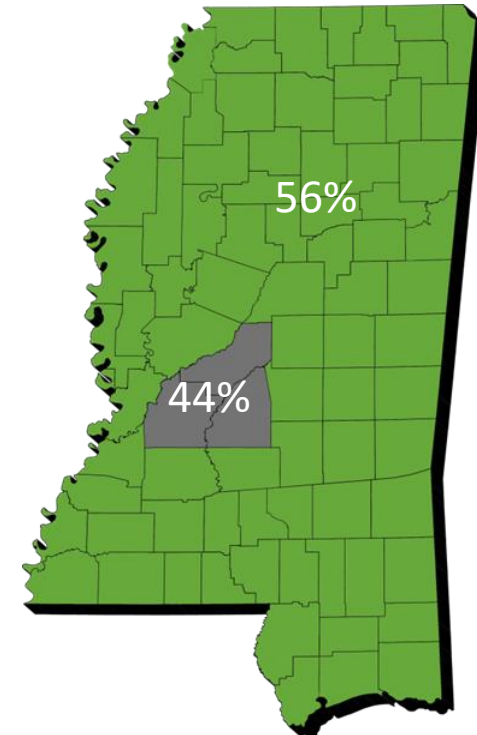
# Our State Employees



45.1  
Average Age



9.4  
Average Years of Service



There are 15 state agencies with the majority of their workforces outside of the metro Jackson area.

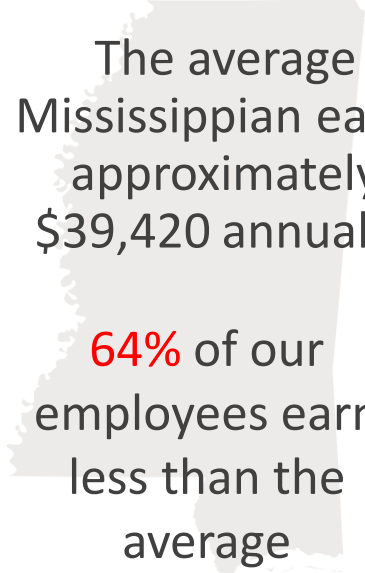


# Average Salary FY 2019

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The average salary for our state employees is **\$38,364**.

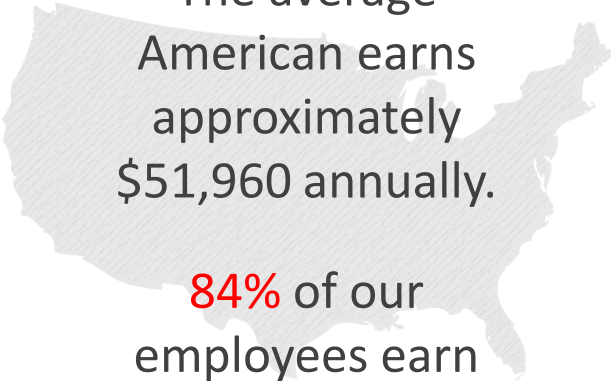
How do we compare to other Mississippians?



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?

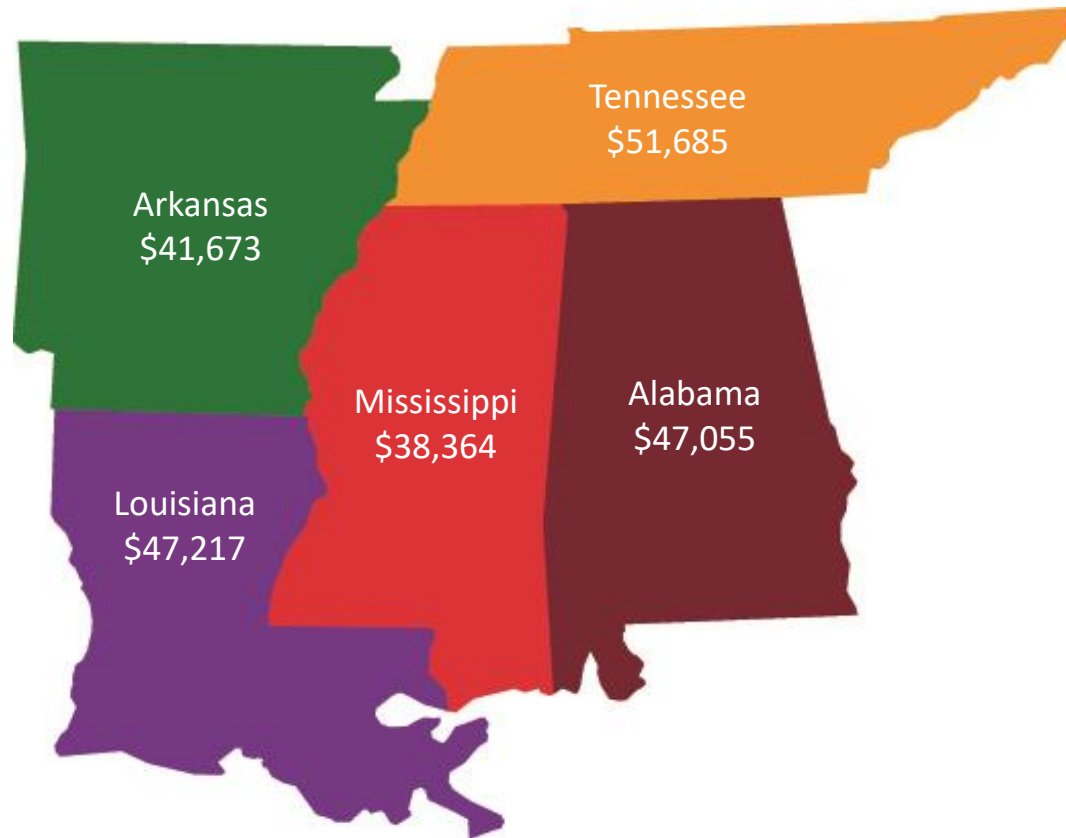


The average American earns approximately \$51,960 annually.

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

# How Do We Compare?

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The Average Annual Salary for State Employees in Mississippi's Four Adjoining States is \$46,907

# 5 Years Ago

30,353 employees

242,767 applications

\$34,655 average salary

86% earn less than \$50,000

3,846 employees resigned

62% of resignations were employees under 40

# Now

26,414 employees

183,658 applications

\$38,364 average salary

82% earn less than \$50,000

3,572 employees resigned

68% of resignations were employees under 40

As of June 30, 2014 and June 30, 2019

# Sharing Human Resources

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- 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

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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.

# Trends

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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?

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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



MISSISSIPPI  
STATE PERSONNEL BOARD

Ensuring a Quality Workforce