



MISSISSIPPI  
STATE PERSONNEL BOARD



Fiscal Year 2010  
**Annual  
Report**



# Fiscal Year 2010 Annual Report

## On The Cover



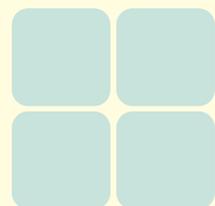
The Mississippi State Capitol Building, Jackson, photographed on July 29, 2010.

The State of Mississippi is an equal opportunity employer and assures equal employment opportunities to all persons regardless of race, color, creed, sex, religion, national origin, age, physical handicap, disability, or political affiliation.

Published in December 2010 by the Mississippi State Personnel Board.

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# Managing Our Most Valuable Resources.

Dear Fellow Mississippians,

I am honored to serve the State of Mississippi as the Executive Director of the Mississippi State Personnel Board and to lead an agency whose role is critical to the success of all other agencies. At MSPB, it is our privilege to serve our State government's greatest asset—its workforce.

The Mississippi State Personnel Board has under its purview more than 32,000 employees who serve the State of Mississippi each day. They have committed their careers to public service, and our focus is finding the best employees and providing opportunities for them to grow and serve the State.

When I was appointed Executive Director in March 2009, I set a course to build relationships with our fellow agencies and colleagues and to create a culture of service. During Fiscal Year 2010, we worked hard to turn that into reality.

As part of the reorganization of our agency into four main offices—Human Capital Core Processes, Workforce Development, Personal Service Contract Review Board, and Employee Appeals Board—we formed teams that were assigned to specific agencies as their MSPB representatives. Each team meets at least annually with their agencies, face to face, in order to better understand their missions and deliver the best possible customer service.

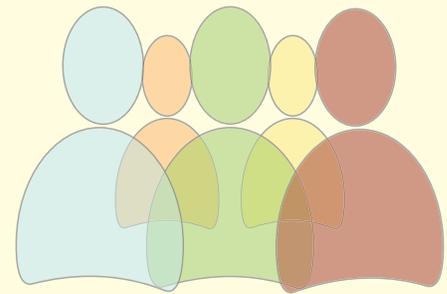
During Fiscal Year 2010, we revived the Personnel Advisory Council and created a Training Task Force to better serve agencies. We completed an extensive review and revision of the State Employee Handbook and the Policy and Procedures Manual. We established a quarterly HR Directors meeting and a bi-annual Executive Directors meeting to facilitate the discussion of policy and best practices in human capital management among leaders in State government.

Today, we are helping agencies adjust to budgetary shortfalls by identifying duplications of effort and ways to streamline processes, as well as ways to promote the transfer of institutional knowledge and methods of sharing best practices among agencies. We eagerly accept the challenges that lie ahead and see MSPB as a resource for State agencies and a bridge to Mississippi's future.

Yours in Service,

Lynn Fitch  
Executive Director

# We Represent 32,000 Mississippians Who Devote Their Talents to Public Service



**M**ississippi has a rich history of innovation and culture. Whether it's blues, country, or rock & roll, this is the Birthplace of America's Music. We are musicians, writers and artists. We are world famous entrepreneurs. We are a state of nearly three million citizens bound by a common culture.

The first heart and lung transplants were performed in Mississippi. We built the nation's first state college for women. We sent the first African American to the U.S. Congress. We're first in charitable giving virtually every year.

Mississippians are a diverse tapestry, woven from a common culture into the fabric of America. In all walks of life, Mississippians make the ordinary extraordinary. The Mississippi State Personnel Board has the privilege of representing more than 32,000 of those who devote their talents to public service.

Created by the Mississippi Legislature in 1980, the Mississippi State Personnel Board creates and oversees the policies, procedures and growth opportunities that guide the employment experience for employees of the State of Mississippi.

- **Our Vision**  
To Ensure a Quality Workforce for the State of Mississippi.
- **Our Mission**  
To Lead the Way in Human Capital and Workforce Management.

We manage the employee life cycle from Pre-Hire until Retire, from defining the job descriptions and compensation to recruiting and retaining employees.

We serve more than 130 agencies, boards and commissions; more than 32,000 current employees; an average of 60,000 job applicants annually; and more than 100,000 customers monthly.

As the leaders in talent management and workforce development, we work hard to build a strong workforce for Mississippi, and provide educational opportunities to give our public servants the tools they need to succeed in work and life.



# Ensuring A Quality Workforce



**Mississippi Code Annotated § 25-9-101, et seq.,** was passed in 1980 by the Legislature to establish in Mississippi a system of personnel administration governing the establishment of employment positions, classification of positions, and the conduct, movement and separation of state employees; to build a career service in government which will attract, select and retain the best persons, with incentives in the form of equal opportunities for initial appointment and promotions in the State service; and to establish a system of personnel management that will ensure the effective and efficient use of employees in the State service.

**Representing Mississippi.** From the Capital City (top), to the hills of J.P. Coleman State Park in Tishomingo County to the Gulf Coast, the MSPB is proud to serve Mississippi. Below: The Mississippi Veterans Monument at the Woolfolk State Building in Downtown Jackson.



# Mississippi State Personnel Board

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. Appointments are five years in duration, and the members serve staggered terms. There is currently one vacant seat on the Board.



Chairman Donald G. Brown



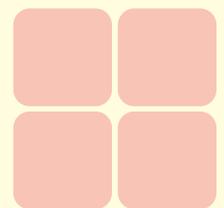
Vice-Chairman Robert E. Jones



L. H. Gibson



Tommye Dale Favre





# State Legislative Advisors

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 Perry Lee



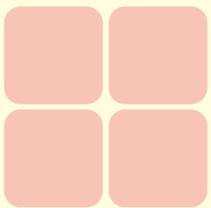
Senator Terry Brown



Representative Bennett Malone



Representative John Read



# Moving **Forward** Together

The Mississippi State Personnel Board is empowered by the Mississippi Legislature to create the policies and procedures that define and guide the employment experience for employees of the State of Mississippi.

During FY 2010, the MSPB made major overhauls of both the MSPB Policy & Procedures Manual and the State Employee Handbook to reflect changes in state and federal law and to streamline processes. Here are a few of the major changes.

## State Employee Handbook

## Policy & Procedures

*Global changes made to both documents to ensure consistency and legal accuracy.*



### What's New

- Updated regulations on medical, military and educational leave
- Added Employee Benefits section with information on Deferred Compensation, Workers' Compensation, and Cafeteria Plan
- Updated sections on Employee Conduct Standards and Discipline, and Corrective Action

### What's New

- Updated to reflect new MSPB organizational structure and simplified for readability
- Changed the employee job application rating system to Pass/Fail
- Updates to the manual went into effect March 1, 2010



## Governor Haley Barbour Declares State Employee Recognition Day Across Mississippi

Mississippi Governor Haley Barbour issued an official proclamation declaring May 5, 2010, State Employee Recognition Day.

The proclamation recognizes the dedication and talents of employees of the State of Mississippi for their contributions to society in areas such as education, health care, crime prevention, government, fire protection, national defense and conservation of energy and natural resources.

“The efficiency and effectiveness of our State government depend on a strong, quality workforce,” said Lynn Fitch, Executive Director of the Mississippi State Personnel Board.

“We are honored to share this proclamation from Governor Barbour with all public employees of the State of Mississippi.”

Governor Barbour issued an official Proclamation declaring May 5, 2010, State Employee Recognition Day.





# MSPB Opens Job Applicant Resource Center

Online or offline? In public service, it's not a question of either/or. The answer is "Yes."

With an average of 50,000 online job seekers on the Mississippi State Personnel Board web site every month, the demand for enhanced online services is real. However, the MSPB serves a broad range of customers, and not everyone has easy access to a computer. For that reason, we opened the Job Applicant Resource Room in our Jackson headquarters.

Since opening on July 1, 2009, the Job Applicant Resource Room has given job seekers a place to browse jobs online and apply on site—either through the web site or via traditional paper application. Our professional staff is available to help should an applicant have any questions regarding the application process.



Job seekers can now use the MSPB Resource Center to search job openings with the State of Mississippi and apply on site, either electronically or with a paper application.

## Personnel Advisory Council: Revived & Ready to Serve



Revived at the beginning of FY 2010, 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.

The council is comprised of personnel directors from five major state agencies—the Department of Transportation, the Department of Health, the Department of Rehabilitation Services, the Department of Mental Health, and the Division of Medicaid. Members are appointed by and serve terms concurrent with the Governor.



# A New Day. A New Outlook.

In 2009, Executive Director Lynn Fitch made it her mission to transform the MSPB from a regulatory agency into a customer service-oriented group with innovation, openness and organizational integrity as its core values.

A key goal was to establish a brand identity that reflects our core values and our vision to ensure a quality workforce for the State of Mississippi.

This new direction is bold, positive, and reflects our organizational integrity. The four “MSPB” quadrants represent the agency’s scope of services from its four major divisions: Human Capital Core Processes, Workforce Development, Personal Service Contract Review Board, and Employee Appeals Board.



The new MSPB logo is being used on agency letterhead, envelopes, business cards, and outreach materials.





Cheryl Lunsford  
Director

## Human Capital Core Processes

**H**uman capital is our greatest asset in state government. Now more than ever, getting talent in the door and efficiently managing that talent are key to building a successful workforce.

The Office of Human Capital Core Processes (HCCP) is a unique team comprised of MSPB professionals who provide an array of services in three main functional areas—Core Processes, Assessment Services, and Technical Services.

The MSPB has approximately 130 agencies, boards, and commissions under its purview—about 35% of the entire state workforce. Each agency is assigned two MSPB professionals who

A one-stop for our customers: policies, procedures & processes

### Workforce Statistics

AVERAGE EMPLOYEE AGE: 44 Years

AVERAGE SERVICE TIME: 9.75 Years

GENDER MAKEUP: 61% Female & 39% Male

RACIAL MAKEUP: 50% Caucasian & 50% Minority

AVERAGE ANNUAL SALARY: \$34,022

provide guidance and advice to state agencies and conduct research and analysis of statewide workforce and human resources management issues.

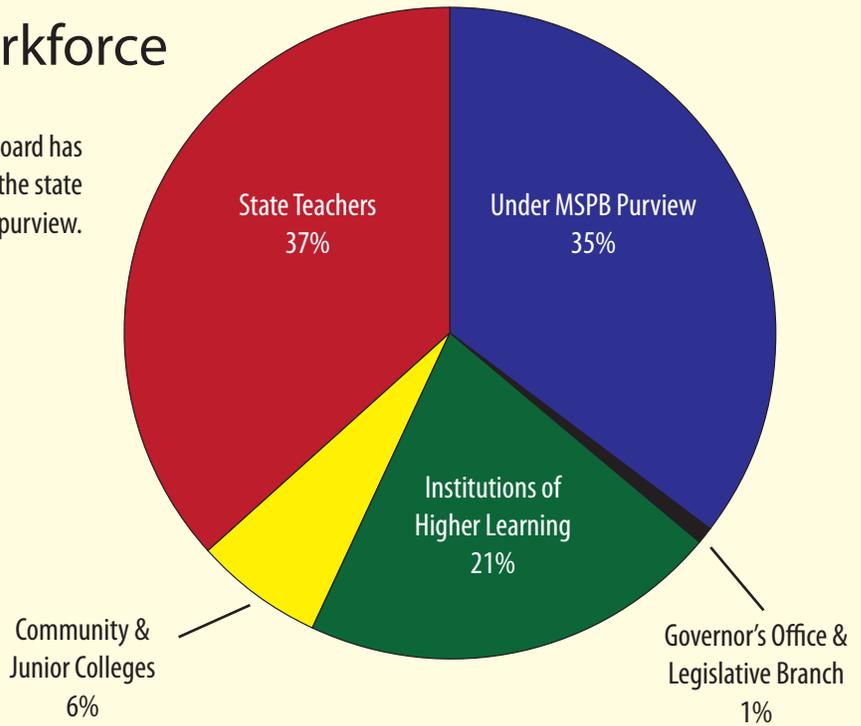
The primary point of contact for our customers is the Core Processes Division, which includes Recruitment, Selection, Classification and Compensation.

The Recruitment function involves the administration of recruitment programs that



# Distribution of Total State Government Workforce

The Mississippi State Personnel Board has 35% of the 92,837 members of the state workforce under its purview.



ensure open consideration of qualified applicants.

The Selection function and its corresponding rules and regulations are designed to ensure fair and equitable treatment of all applicants and employees without regard to political affiliation, race, national origin, sex, religious creed, age or physical disability. It is a compilation of applicant services ranging from the evaluation of applications to processing of transactions relative to the hiring process.

The Classification function is a concerted effort to ensure that all employment positions in the state's inventory of job classifications are properly classified.

The primary Compensation function is management of the Variable Compensation Plan (VCP), which is designed to promote salary parity for similar positions across agencies. Another of the major Compensation functions is to develop

annual recommendations to the Legislature for future fiscal year needs, such as new positions, reallocations, special compensation plans and additional compensation requested by agencies.

The Assessment Services Division ensures the validity of the data contained in the class specifications for each job in our inventory. This division analyzes the jobs, not the applicants, and also provides assistance in the development of behavioral interview questions that assist agencies in finding the best fit for hiring and/or promotion.

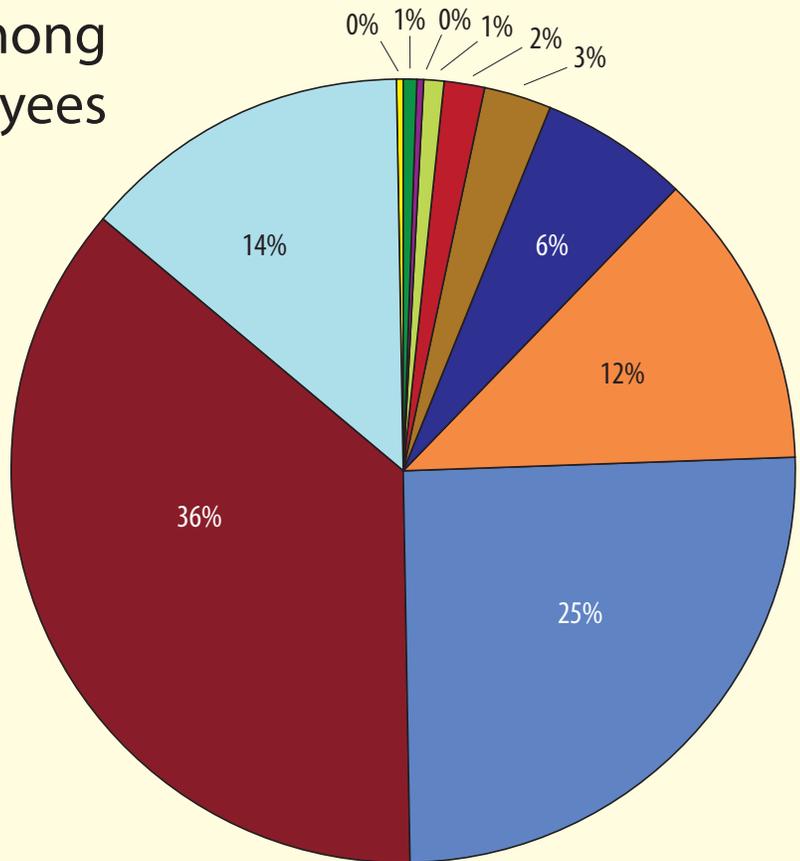
The Technical Services Division is responsible for the overall management of the application process from recruitment to the issuance of certificates of eligible applicants. Applications are received either electronically or by mail and are processed and stored.

The staff is also responsible for maintenance of



## Salary Distribution Among Full-Time Employees

- \$100,000 and over
- \$90,000 to \$99,999
- \$80,000 to \$89,999
- \$70,000 to \$79,999
- \$60,000 to \$69,999
- \$50,000 to \$59,999
- \$40,000 to \$49,999
- \$30,000 to \$39,999
- \$20,000 to \$29,999
- \$14,000 to \$19,999
- \$13,999 and below



the active recruitment listing on MSPB’s website and within the Statewide Payroll And Human Resource System (SPAHRs).

The Workforce Processes Division is responsible for assisting agencies with an assessment of their workflow and workforce, accomplished by conducting a business flow process analysis to determine methods to streamline business processes and improve efficiency in the delivery of services. This assessment includes identifying resource-saving methods such as utilizing technology and outsourcing.

Additionally, the Workforce Processes staff determines the skills and capabilities of an agency’s current workforce and identifies staffing excess or gaps for the new business process. This results in an organizational redesign that integrates the people, information and technology with the new business process.

### Essential Services

The MSPB provides a range of services through the Office of Human Capital Core Processes for agencies, employees, and job seekers.

Recruitment, Selection and Retention of World-Class Employees

Talent Management

Career Pathing

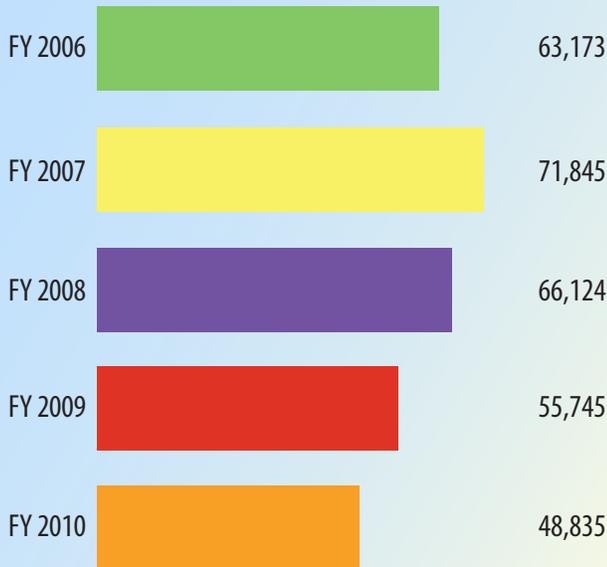
Workflow Analysis

Organizational Design

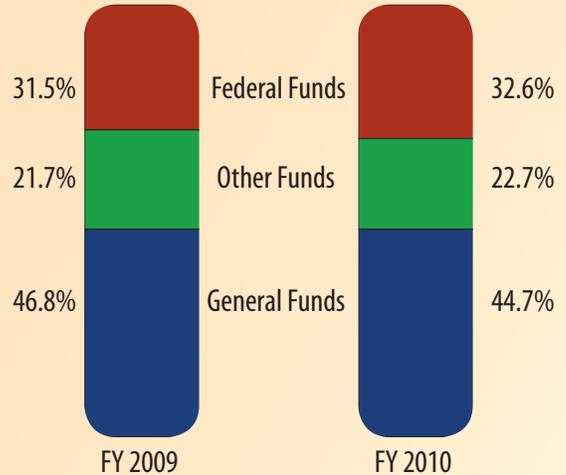


## Total Job Applications

The MSPB received 305,722 during the past five Fiscal Years, with an annual average of 61,144.

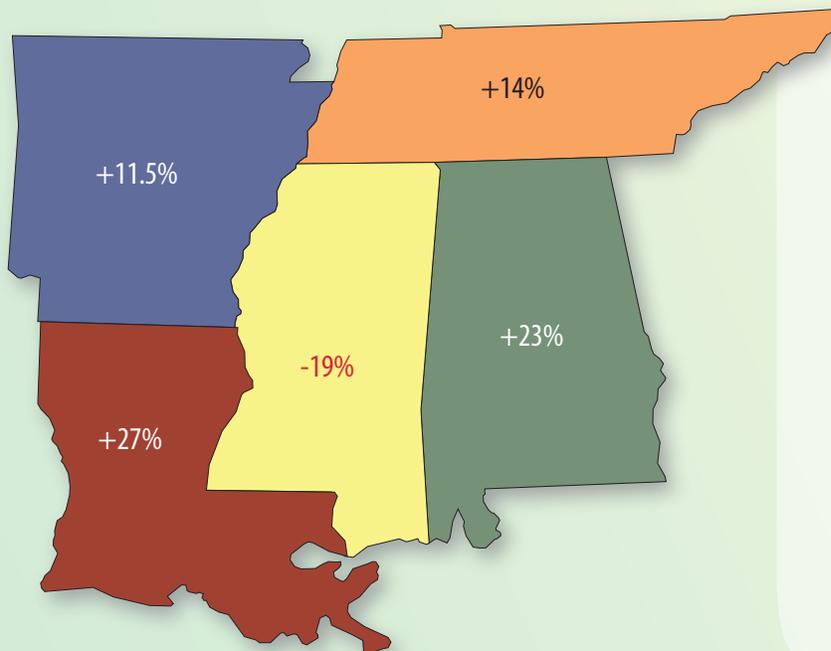


## Salary Source By Fund



The dollar amount of salaries paid by state general funds decreased 2.1% from FY 2009 to FY 2010. Total salary costs are down \$24.3 million over the same period, from \$1.53 billion to \$1.50 billion.

## Annual Average Salary Comparison



### Regional Averages:

- Louisiana \$46,659
- Alabama \$44,078
- Tennessee \$39,534
- Arkansas \$38,427
- Mississippi \$34,022

The Average Annual Salary for Mississippi's four neighboring states is \$42,175.

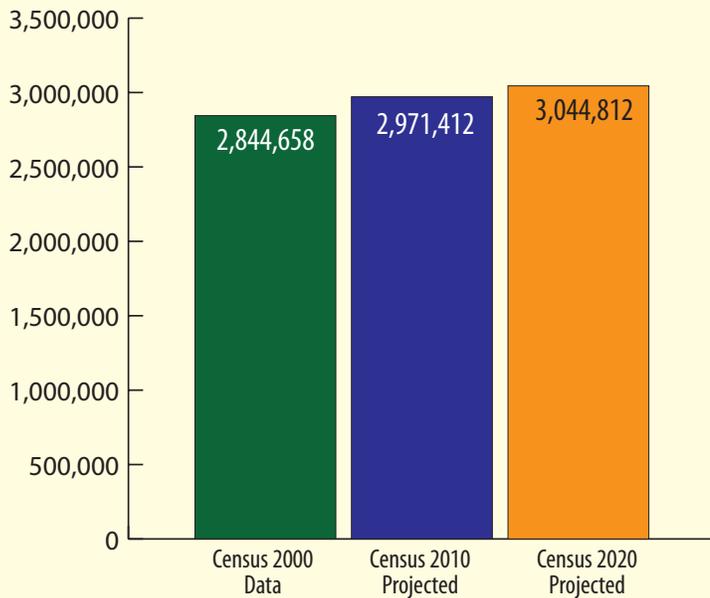
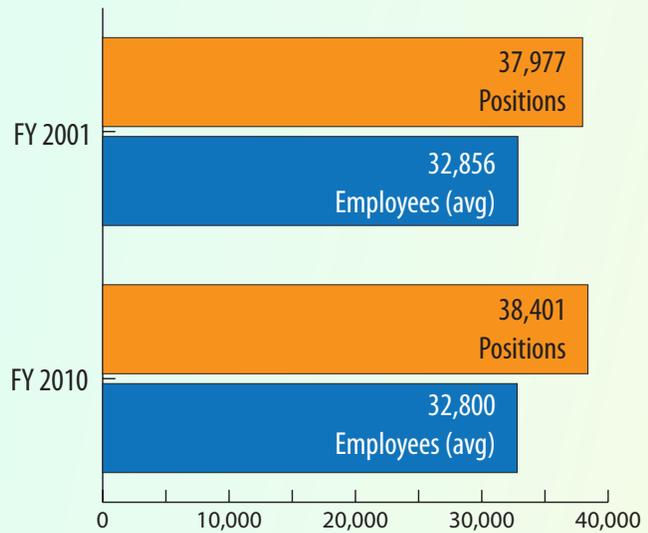
Sixty-two percent of Mississippi employees earn less than the average salary of \$34,022.



## ■ Employment in State Government: A Ten-Year Comparison

For agencies under the purview of the Mississippi State Personnel Board, employment has been statistically flat for the last decade.

The number of positions grew by less than 1% from FY 2001 to FY 2010, while the average number of employees decreased by less than 1%.



## Population Change Data for Mississippi, from 2000-2010

The U.S. Census Bureau estimates that the population of Mississippi increased by 126,754, or 4.3%, between 2000 and 2010.

That figure is projected to rise another 73,400, or 2.5%, over the next decade.

*All figures in this chart were sourced from U.S. Census Bureau data.*



While employment in state government remained flat during the past decade, the population grew 4.3%.



# Retention: The Key to a Quality Workforce

At the close of Fiscal Year 2010, 13.4% of the state workforce under MSPB purview was eligible for retirement. By 2015, that number is projected to grow to 29%. In only five years, we could lose nearly one-third of our workforce—and the institutional knowledge those employees take with them.

Retention is key to ensuring a quality workforce for Mississippi's future. With a rapidly growing retirement age group and an average service time of just 9 3/4 years, the MSPB is focusing on developing enhancement training opportunities to benefit employees and their agencies.

In Five Years, Nearly **One-Third** of Our Workforce Will Be Eligible to Retire.

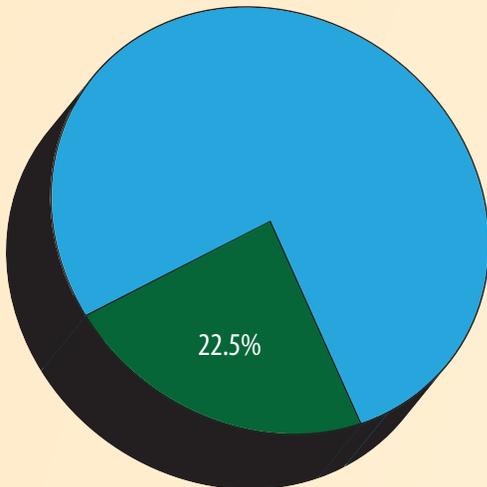
By the Numbers:

**4,394** of 32,800  
Retirement Eligible Today

**9,619** of 32,800  
Retirement Eligible in 2015

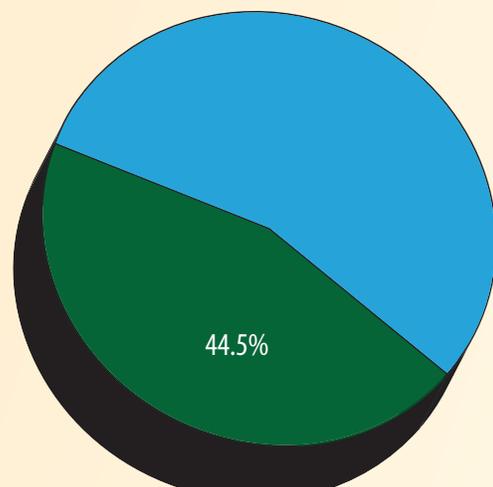
## ■ Breakout Study: Leadership Retirement

Leadership Eligible to Retire Today



**1,748** supervisors and mid-level managers

Leadership Eligible to Retire in Five Years



**3,459** supervisors and mid-level managers

When leaders retire, we lose institutional knowledge. We need to close the loop on the employee life cycle.



Jim Nelson  
Director

## Workforce Development

The Office of Workforce Development assists agencies with effective employee training and a professional development system that inspires trust, clarifies purpose, aligns systems and develops talent.

Workforce Development is a systematic process for identifying the human capital required to meet agency goals and developing the strategies to meet those requirements.

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.

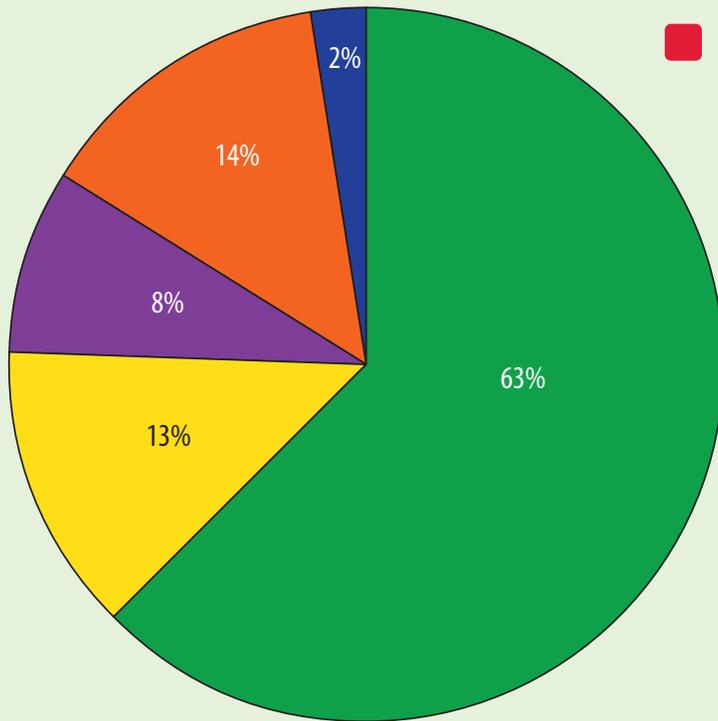
The Office of Workforce Development has two programmatic functional areas: Talent Management and Career Development.

The Talent Management Division provides

agencies with management tools to measure performance, competencies and skill sets, and identify methods to improve performance.

The Career Development Division provides agencies and State employees with certification and professional development programs such as the Certified Public Manager (CPM) program, the Human Resources Certification Program (HRCP), and the Administrative Support Certification Program (ASCP).

Our graduates make a positive impact on the lives of Mississippians.



## ■ Participation By Program

The Mississippi State Personnel Board Office of Workforce Development, Training Division, logged a total of 4,295 registrations during FY 2010.

|  |   |       |
|--|---|-------|
| Professional Development                     |  | 2,692 |
| Certified Public Manager Program             |  | 554   |
| Basic Supervisory Course                     |  | 363   |
| Administrative Support Certification Program |  | 583   |
| Human Resource Certification Program         |  | 103   |

## Training Tomorrow's Leaders **Today**



**CPM Graduates.** Workforce Development opportunities such as the nationally accredited CPM program build leadership in state government. MSPB teaches thousands of employees every year.

Education is a lifelong process. The Mississippi State Personnel Board offers prestigious certification programs and educational opportunities to keep employees on the leading edge of the State workforce.

Led by our nationally accredited Certified Public Manager program, the MSPB's Career Development division provides essential knowledge and leadership skills training for successful public service.

Our graduates make a positive impact in Mississippi—as statewide elected officials, as agency directors, and in virtually every area of public service.



# TRAINING TASK FORCE

The concept of shared services is growing in government, and the Mississippi State Personnel Board is helping lead the movement.

As the State of Mississippi has entered a period of reduced revenue projections, while also facing the potential loss of leadership in the coming years through retirement, the MSPB established a Training Task Force to create solutions for maintaining a well-trained workforce for the State.

Comprised of a team of fourteen HR Directors and Training Coordinators from the state's largest agencies, the Training Task Force is studying ways to develop synergy in the area of shared training and best practices, and working on the creation of electronic training opportunities that would benefit state agencies and employees.

## ■ Objectives

To collaborate across agencies, share ideas and training opportunities, and communicate best practices for developing employees.

## ■ Membership

The Training Task Force brings together Training and HR Directors from the MSPB; the Department of Transportation; the Department of Mental Health; the Mississippi Development Authority; the Department of Information Technology Services; the Department of Environmental Quality; the Department of Employment Security; the Department of Rehabilitation Services; the Department of Health; the Division of Medicaid; and the Department of Corrections.

## ■ Training Programs

### Administrative Support

The Administrative Support Certification Program provides comprehensive training to support staff, offering a variety of learning experiences that relate to their on-the-job challenges.

### Professional Development

Many courses are also available as Professional Development electives to employees who are not enrolled in a specific program. These courses address business writing, diversity training and more.

### Certified Public Manager

Nationally  
Accredited

The Certified Public Manager Program translates innovative theory into practical training to measure and develop professional competency for public sector managers.

### Human Resources Certification

Developing a well-trained body of human capital practitioners at the technical and managerial levels of state government is the goal of the Human Resources Certification Program.

### Basic Supervisory

The Basic Supervisory Course provides skill development on the fundamentals of supervising people and programs in government, emphasizing management, budgeting, and more.



## ■ Training Makes the Difference



"I feel that my communication skills have stepped up tremendously because of my ASCP classes."

Tonya Gray, ASCP Graduate  
Department of Finance  
& Administration

"Public servants have a responsibility to be as efficient and effective as possible. CPM is very good at helping people to do that better."

Eric Clark, CPM Graduate & Former Secretary of State  
Executive Director,  
State Board of Community & Junior Colleges

"I was able to apply everything I learned in my CPM classes right away, as I was learning it—especially the strategic planning."

Wendy Bailey, CPM Graduate  
Department of Mental Health

# CareerExpos

As part of our mission to ensure a quality workforce, the MSPB participates in employment expos such as those sponsored by the Governor's Job Fair Network.

|                   |                                   |               |
|-------------------|-----------------------------------|---------------|
| August 4, 2009    | Vicksburg Area Job Fair           | Vicksburg     |
| October 6, 2009   | Mississippi University For Women  | Columbus      |
| October 13, 2009  | DeSoto County Area                | Southaven     |
| November 3, 2009  | Pine Belt Job Fair                | Hattiesburg   |
| February 25, 2010 | Jackson Medical Mall Expo         | Jackson       |
| March 4, 2010     | Marshall Benton Area              | Holly Springs |
| March 23, 2010    | Mississippi Employment Expo       | Jackson       |
| April 13, 2010    | Southern Region Military/Civilian | Biloxi        |
| April 22, 2010    | East Mississippi Job Fair         | Meridian      |
| May 11, 2010      | Yazoo County Area                 | Yazoo City    |
| May 27, 2010      | Rankin County Area                | Brandon       |
| June 8, 2010      | Humphreys County                  | Belzoni       |
| June 15, 2010     | Tri County Job Fair               | Pascagoula    |

Covering every region of the state

Reaching  
**20,000**  
Job Fair Attendees Every Year





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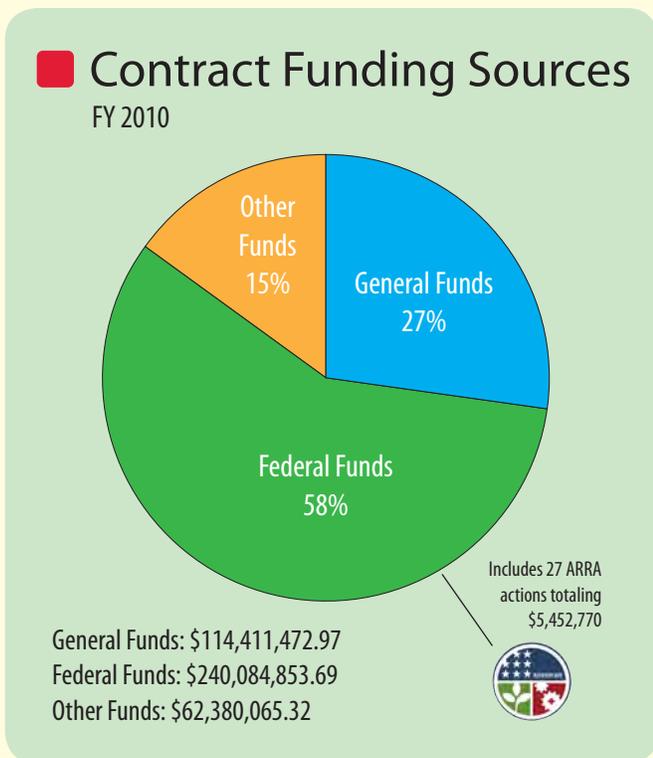


Faye James  
Director

# Personal Service Contract Review Board

The Personal Service Contract Review Board plays an integral role in how personal services are procured for the State of Mississippi.

The Mississippi State Legislature established the PSCRB to ensure that quality services are procured at reasonable prices, with terms that are favorable to the State and with limited risk of liability. The PSCRB develops the policies and procedures that ensure personal services are obtained in a competitive manner, and approves contracts in excess of \$100,000.



The PSCRB is responsible for administering standards for the issuance of invitations for bid and requests for proposals, and the award of those bids. It also oversees the consideration of costs and quality of services proposed, the contract negotiations, and the administrative monitoring of contract performance by agencies, as well as the necessary steps in terminating a contract. Administering standards for the procurement of personal or professional services through the use of emergency and sole-source contracts is also a responsibility of the PSCRB.

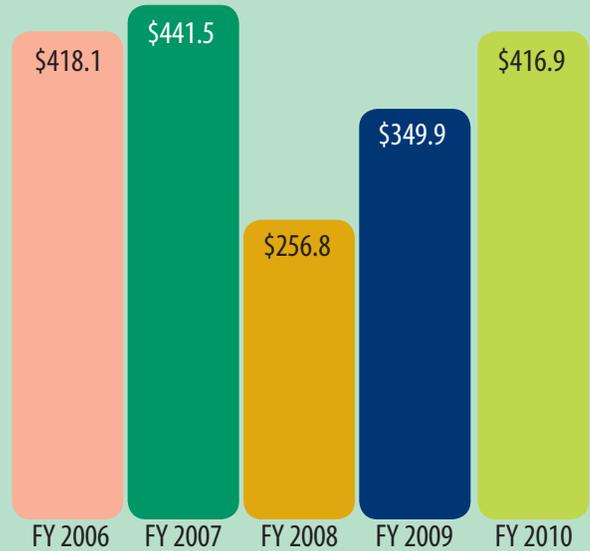
The Mississippi State Personnel Board provides administrative support for the PSCRB.



## Personal Service Contracts: Five Fiscal Years

The total value of contracts approved by the PSCRB decreased by \$1.2 million from FY 2006 to FY 2010.

In FY 2006, the Board reviewed 233 contracts totaling \$418,086,475. The following year, it reviewed 231 contracts valued at \$441,524,673. There were 319 contracts reviewed in FY 2008 for a total of \$256,776,749, and 424 contracts reviewed in FY 2009 for a total of \$349,930,453. In FY 2010, the board took action on 582 items totaling \$416,876,392.



The PSCRB is comprised of the Executive Directors or designees of the Mississippi State Personnel Board; the Department of Finance and Administration; the Department of Corrections; the Department of Environmental Quality; and the Department of Wildlife, Fisheries and Parks.

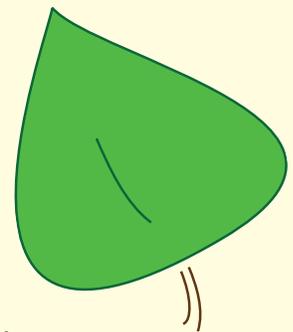
## Online Contract Submission Portal Promotes Efficiency

Efficiency in government is more than just a buzz phrase at the Mississippi State Personnel Board. It's an initiative that we have taken to heart, first with the online job application process, and now in other areas of the agency.



PSCRB instituted its electronic contract submission process in FY 2010, during which the board took

more than 500 board actions totaling \$416.9 million. Each action requires a standard set of paperwork—in some cases up to 1,200 pages of printed documents—which then must be delivered to five board members.



By creating an online submission portal, agencies now submit their contracts digitally. The board also examines them electronically, and can even view them in advance of the meeting, allowing them more time to vet the contracts according to the PSCRB Policies and Procedures—and saving money in printing, productivity and time.



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Ingrid D. Williams  
Chief Hearing Officer

## Employee Appeals Board

The Mississippi State Personnel Board outlines the rules and regulations that guide the employment experience in its Policy & Procedures Manual. However, when disputes arise between an employee and an agency and action is taken, the employee is guaranteed an impartial venue for appealing that action.

The Mississippi State Legislature provided this venue in 1980 by creating the Employee Appeals Board, an entity separated from MSPB by statute but supported by the agency through administrative services.

The EAB is comprised of three Hearing Officers—one from each Supreme

Court district—who are appointed by the MSPB. These officers provide employees of the State of Mississippi with an opportunity to appeal agency-level decisions that adversely affect the employee's service.

The EAB compiles evidence, holds hearings, and renders decisions regarding agency actions and employee grievances.

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

Any permanent state service employee may appeal any action adversely affecting his or her compensation or employment status, or any grievable action set forth by policy.

Any permanent State service position or non-State service



## Cases Filed FY 2010

### Initial Appeals

|                        |    |
|------------------------|----|
| Demotions              | 0  |
| Suspension Without Pay | 7  |
| Termination            | 88 |
| Unresolved Grievances  | 32 |

|               |    |
|---------------|----|
| En Banc       | 28 |
| Circuit Court | 8  |



The EAB caseload grew 23% FY 2009 to FY 2010.

## Orders Rendered

### Initial Orders Rendered

|                                |    |
|--------------------------------|----|
| Affirmed                       | 35 |
| Agreed                         | 19 |
| Dismissed/Appeal Not Perfected | 17 |
| Dismissed/Lack of Jurisdiction | 18 |
| Dismissed/Motion of Appellant  | 10 |
| Dismissed/Failed to Appear     | 4  |
| Dismissed/Stale                | 1  |
| Reversed                       | 6  |
| Partial Relief                 | 5  |

### En Banc Orders Rendered

|                |    |
|----------------|----|
| Affirmed       | 20 |
| Dismissed      | 2  |
| Reversed       | 2  |
| Partial Relief | 1  |

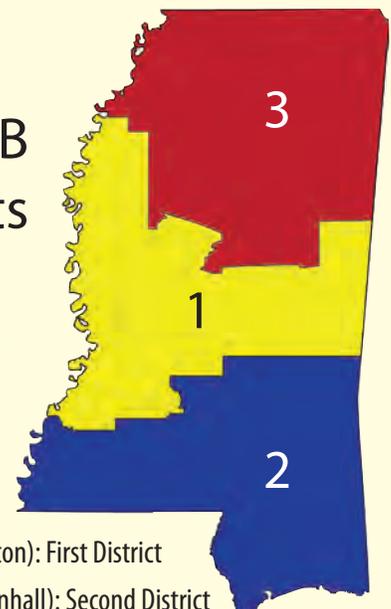
employee in, or applicant for, an authorized employment position in an agency which employs State service employees may appeal alleged acts of discrimination based on race, color, creed, religion, national origin, sex, age, disability, or political affiliation in any personnel action or unlawful employment practice.

They also may appeal alleged acts of retaliation based upon the employee's or applicant's reports to a state investigative body. Any employee may appeal the agency's denial of a request for donated leave.

EAB decisions may be appealed to the full Board or to a Circuit Court.

## EAB Districts

Each Mississippi Supreme Court District is represented:



Ingrid D. Williams (Clinton): First District

Wesla S. Leech (Mendenhall): Second District

Michael N. Watts (Oxford): Third District

# Community Leadership

True leaders don't slow down when the workday is done. They continue to make a positive difference in their communities, neighborhoods, and society at large.

and resources to worthy causes year-round, from assisting disaster victims to participating in food drives for needy families to supporting foundations that work to cure disease.

Many employees of the Mississippi State Personnel Board proudly contribute their time, talents,

Whether at the office or in the community, the MSPB team is committed to serving Mississippi.



## MSPB Employees Work to Cure Diabetes

A cause near to many Mississippi State Personnel Board employees is diabetes, a disease that affects the lives of many in the state, either directly or indirectly.

MSPB employees exceeded their goal for the Juvenile Diabetes Research Foundation during FY 2010 to help fund research to find a cure for Type 1 diabetes.

### Award Winning Teamwork

The Mississippi State Personnel Board earned the Golden Sneaker Award for participating in the 2009 JDRF Walk to Cure Diabetes.



### Why We Walk



- Nearly 24 million Americans have diabetes
- A new case of diabetes is diagnosed every 30 seconds
- Forty new cases of Type 1 (Juvenile) diabetes are diagnosed in the U.S. every day



## Going Green on St. Patrick's Day

**Fun Run!** Many MSPB employees participated in the annual Mal's St. Paddy's Day 5K run in Downtown Jackson, Miss.



MSPB employees who give to the United Way gave an average of \$192 per person during FY 2010.

**MSPB Can Do It.** Every year, MSPB employees hold a food drive for the Stewpot Community Center in Jackson.



## Holiday Cheer Starts Here



**Making Dreams Come True.** MSPB employees Terri Ashley and Michael Green deliver toys donated by employees for needy families.



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Report



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