

By: Senator(s) Simmons

To: Fees, Salaries and
Administration;
Appropriations

SENATE BILL NO. 2638

1 AN ACT TO INCREASE THE ANNUAL COMPENSATION OF STATE SERVICE
2 EMPLOYEES FOR FISCAL YEARS 2000, 2001, 2002 AND 2003; FOR FISCAL
3 YEAR 2000, ALL STATE SERVICE EMPLOYEES WHOSE ANNUAL SALARY IS LESS
4 THAN \$50,000.00 SHALL RECEIVE AN INCREASE IN AN AMOUNT EQUAL TO
5 \$500.00 EFFECTIVE JULY 1, 1999; TO PROVIDE THAT ALL STATE SERVICE
6 EMPLOYEES SHALL RECEIVE AN INCREASE IN ANNUAL COMPENSATION IN AN
7 AMOUNT EQUAL TO 5% OF THEIR ANNUAL BASE SALARY, ON THE FIRST DAY
8 OF THE MONTH FOLLOWING THEIR ANNIVERSARY HIRE DATE, DURING EACH OF
9 THE FISCAL YEARS 2000 THROUGH 2003; TO DIRECT THE STATE PERSONNEL
10 BOARD TO ENSURE THAT CERTAIN STATE EMPLOYEES RECEIVE THE FULL
11 AMOUNT OF THE SALARY INCREASE; TO DIRECT THE APPROPRIATION OF
12 FUNDS NECESSARY TO PROVIDE THE SALARY INCREASES; AND FOR RELATED
13 PURPOSES.

14 BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF MISSISSIPPI:

15 SECTION 1. (1) The State Personnel Board shall adjust the
16 Colonel Guy Groff State Variable Compensation Plan in a manner
17 which will effectuate an increase in the annual compensation of
18 eligible state service employees as follows:

19 (a) On July 1, 1999, all eligible state service
20 employees with an annual base salary of less than Fifty Thousand
21 Dollars (\$50,000.00) will receive an increase to their annual base
22 salary by an amount equal to Five Hundred Dollars (\$500.00) with
23 the resulting annual base salary not to exceed Fifty Thousand
24 Dollars (\$50,000.00).

25 (b) During Fiscal Years 2000, 2001, 2002 and 2003, all
26 eligible state service employees shall receive an increase to
27 their annual base salary by an amount equal to five percent (5%)
28 of their annual base salary on the first day of the month
29 following their anniversary hire date.

30 (2) If the increases in compensation provided for in this
31 section would cause any employee's compensation to be in excess of

32 the compensation of the executive head of the state agency or
33 department in which he is employed, then that employee's
34 compensation shall be increased only to the extent that the
35 employee's salary will be equal in amount to the compensation of
36 the executive head.

37 SECTION 2. If any state employee is unable to receive the
38 full amount of the salary increase provided for in Section 1 of
39 this act because to award the entire allowable increase would
40 cause that employee's base salary to exceed the end step of his or
41 her particular job classification, the State Personnel Board shall
42 amend the Variable Compensation Plan by increasing the end step of
43 that particular job classification. The increase shall be in an
44 amount necessary to enable all employees in that particular job
45 classification to be eligible to receive the full salary increase
46 to which they are entitled pursuant to this act.

47 SECTION 3. To be eligible to receive increases provided for
48 in Section 1 of this act, employees may not have a current
49 performance rating below "meets expectations," as of the effective
50 date of the increase. Employees who subsequently receive a
51 performance rating of "meets expectations" or above shall receive
52 the salary increase effective the date of the rating.

53 SECTION 4. The Legislature shall appropriate the funds
54 necessary to provide for the increases in compensation provided
55 for in this act.

56 SECTION 5. This act shall take effect and be in force from
57 and after July 1, 1999.