

REPORT OF CONFERENCE COMMITTEE

MR. PRESIDENT AND MR. SPEAKER:

We, the undersigned conferees, have had under consideration the amendments to the following entitled BILL:

S.B. No. 3126: Appropriation; Personnel Bd.

We, therefore, respectfully submit the following report and recommendation:

1. That the House recede from its Amendment No. 1.

2. That the Senate and House adopt the following amendment:

Amend by striking all after the enacting clause and inserting in lieu thereof the following:

4 SECTION 1. The following sum, or so much thereof as may be
5 necessary, is hereby appropriated out of any money in the State
6 Treasury to the credit of the State Personnel Board for the
7 support and maintenance of the State Personnel Board for the
8 fiscal year beginning July 1, 1999, and ending June 30, 2000.....
9 \$ 5,105,295.00.

10 SECTION 2. Of the funds appropriated under the provisions of
11 Section 1, not more than the amounts set forth below shall be
12 expended for the respective major objects or purposes of
13 expenditure:

14 MAJOR OBJECTS OF EXPENDITURE:

15 Personal Services:

16	Salaries, Wages and Fringe Benefits..	\$	3,167,283.00
17	Travel and Subsistence.....		45,800.00
18	Contractual Services.....		1,646,212.00
19	Commodities.....		126,000.00
20	Capital Outlay:		
21	Other Than Equipment.....		0.00
22	Equipment.....		120,000.00
23	Subsidies, Loans and Grants.....		<u>0.00</u>
24	Total.....	\$	5,105,295.00

25 AUTHORIZED POSITIONS:

26	Permanent:	Full Time.	71
27		Part Time.	2

28 Time-Limited: Full Time. 0
29 Part Time. 0

30 From the funds provided in the budget category "Personal
31 Services: Salaries, Wages and Fringe Benefits," funds may be
32 expended for the following purposes, in compliance with the
33 policies established by the State Personnel Board and any
34 conditions placed on such expenditures:

35 (a) The components of the Variable Compensation Plan
36 shall be maintained within the constraints of the funds
37 appropriated herein.

38 (b) Funds are provided to adjust the Variable
39 Compensation Plan, including realignment, to ensure that all
40 full-time employees with at least six (6) months of continuous
41 current service, as of June 30, 1999, receive an increase of One
42 Thousand Five Hundred Dollars (\$1,500.00). Funds are provided to
43 adjust critical job classes up to an additional One Thousand
44 Dollars (\$1,000.00).

45 (c) If an employee is currently at or above the end
46 salary for his or her job classification, then the increase shall
47 be built into the employee's base salary. To be eligible for any
48 increase authorized in this section, employees may not have a
49 current performance rating below "meets expectations" as of the
50 effective date of the increase. Employees who subsequently
51 receive a performance rating of "meets expectations" or above
52 during Fiscal Year 2000 shall receive the salary increase
53 effective the date of the rating.

54 It is the agency's responsibility to make certain that funds
55 required to be appropriated for "Personal Services" for Fiscal
56 Year 2001 do not exceed Fiscal Year 2000 funds appropriated for
57 that purpose unless programs or positions are added to the
58 agency's budget by the Mississippi Legislature.

59 Any transfers or escalations shall be made in accordance with
60 the terms, conditions, and procedures established by law.

61 No general funds authorized to be expended herein shall be
62 used to replace federal funds and/or other special funds which are

63 being used for salaries authorized under the provisions of this
64 act and which are withdrawn and no longer available.

65 SECTION 3. With the funds appropriated herein, the agency
66 head, with the approval of the State Personnel Board, may effect
67 equity salary adjustments based on job function and
68 responsibility.

69 SECTION 4. In addition to all other funds, the following
70 sum, or so much thereof as may be necessary, is hereby
71 appropriated out of any money in the State Treasury to the credit
72 of the State Personnel Board Training Fund account, for the
73 purpose of defraying the expenses of the State Personnel Board
74 Training Seminars for the fiscal year beginning July 1, 1999, and
75 ending June 30, 2000..... \$ 764,645.00.

76 It is the intention of the Legislature that the State
77 Personnel Board Training Fund shall have the authority, should
78 additional funds become available, to escalate and expend those
79 funds in accordance with the rules and regulations of the
80 Department of Finance and Administration, in a manner consistent
81 with the escalation of federal funds.

82 The funds authorized under the provisions of this section
83 shall be held separate and apart from all other funds in the State
84 Treasury to the credit of the State Personnel Board.

85 SECTION 5. Of the funds appropriated under the provisions of
86 Section 3, not more than the amounts set forth below shall be
87 expended for the respective major objects or purposes of
88 expenditure:

89 MAJOR OBJECTS OF EXPENDITURE:

90 Personal Services:

91	Salaries, Wages and Fringe Benefits..	\$	0.00
92	Travel and Subsistence.....		38,000.00
93	Contractual Services.....		650,500.00
94	Commodities.....		75,145.00

95 Capital Outlay:

96	Other Than Equipment.....		0.00
97	Equipment.....		1,000.00

98 Subsidies, Loans and Grants..... 0.00
99 Total..... \$ 764,645.00

100 SECTION 6. It is the intention of the Legislature that the
101 State Personnel Board shall have the authority to escalate and
102 expend funds received from state agencies for reimbursement of
103 costs associated with the hiring of court reporters used in the
104 Employee Appeals Process. Such funds shall be received and
105 expended under the rules and regulations of the Department of
106 Finance and Administration in a manner consistent with the
107 escalation of federal funds.

108 SECTION 7. The money herein appropriated shall be paid by
109 the State Treasurer out of any money in the State Treasury to the
110 credit of the proper fund or funds as set forth in this act, upon
111 warrants issued by the State Fiscal Officer, and the State Fiscal
112 Officer shall issue his warrants upon requisitions signed by the
113 proper person, officer or officers in the manner provided by law.

114 SECTION 8. This act shall take effect and be in force from
115 and after July 1, 1999.

CONFEREES FOR THE SENATE:

CONFEREES FOR THE HOUSE:

X
Dick Hall

X
Charlie Capps, Jr.

X
Barbara Blackmon

X
Percy W. Watson

X
William R. Minor

X
Ted Foster