

By: Representative Fleming

To: Fees and Salaries of
Public Officers;
Appropriations

HOUSE BILL NO. 53

1 AN ACT TO INCREASE THE COMPENSATION OF STATE SERVICE
2 EMPLOYEES BY A UNIFORM AMOUNT FOR EACH EMPLOYEE; TO DIRECT THE
3 STATE PERSONNEL BOARD TO ENSURE THAT CERTAIN STATE EMPLOYEES
4 RECEIVE THE FULL AMOUNT OF THE SALARY INCREASE; TO DIRECT THE
5 APPROPRIATION OF \$50 MILLION TO PROVIDE THE SALARY INCREASES; AND
6 FOR RELATED PURPOSES.

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

8 **SECTION 1.** (1) The State Personnel Board shall adjust the
9 Colonel Guy Groff State Variable Compensation Plan in a manner
10 that will effectuate an increase in the compensation of state
11 service employees by a uniform amount for each employee beginning
12 with fiscal year 2002-2003. The amount of the increase in
13 compensation shall be based on the total amount of funds
14 appropriated for that purpose, as provided in Section 3 of this
15 act.

16 (2) If the increase in compensation provided for in this
17 section would cause any employee's compensation to be in excess of
18 the compensation of the executive head of the state agency or
19 department in which he is employed, then that employee's
20 compensation shall be increased only to the extent that the
21 employee's salary will be equal in amount to the compensation of
22 the executive head.

23 **SECTION 2.** If any state employee is unable to receive the
24 full amount of the salary increase provided for in Section 1 of
25 this act because awarding the entire allowable increase would
26 cause that employee's base salary to exceed the end step of his or
27 her particular job classification, the State Personnel Board shall
28 amend the variable compensation plan by increasing the end step of
29 that particular job classification. The increase shall be in an



30 amount necessary to enable all employees in that particular job
31 classification to be eligible to receive the full salary increase
32 to which they are entitled under this act.

33 **SECTION 3.** The Legislature shall appropriate the sum of
34 Fifty Million Dollars (\$50,000,000.00) to provide for the
35 increases in compensation provided for in this act.

36 **SECTION 4.** This act shall take effect and be in force from
37 and after July 1, 2002.

