HOUSE BILL NO. 53

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

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

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

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

SECTION 2. If any state employee is unable to receive the full amount of the salary increase provided for in Section 1 of this act because awarding the entire allowable increase would cause that employee's base salary to exceed the end step of his or her particular job classification, the State Personnel Board shall amend the variable compensation plan by increasing the end step of that particular job classification. The increase shall be in an
amount necessary to enable all employees in that particular job
classification to be eligible to receive the full salary increase
to which they are entitled under this act.

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

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