HOUSE BILL NO. 275

AN ACT TO INCREASE THE SALARIES OF STATE SERVICE EMPLOYEES AND FACULTY AND STAFF OF THE PUBLIC COMMUNITY AND JUNIOR COLLEGES AND STATE INSTITUTIONS OF HIGHER LEARNING BY AN AMOUNT EQUAL TO THE PERCENTAGE INCREASE IN THE COST OF LIVING INDEX AS SET BY THE UNITED STATES GOVERNMENT; 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 FUNDS NECESSARY 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 a percentage increase in the annual compensation of each state service employee, effective October 1, 2002, in an amount equal to the percentage increase in the cost of living index as set by the United States government for January 2002.

(2) If the increases 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 to award 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 in the end step...
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 pursuant to this act.

SECTION 3. The board of trustees of each public community or
junior college shall provide for a percentage increase in the
salaries of the faculty and staff of that community or junior
college, effective October 1, 2002, in an amount equal to the
percentage increase in the cost of living index as set by the

SECTION 4. The appointing authority of each state
institution of higher learning shall provide for a percentage
increase in the salaries of the faculty and staff of that
institution, effective October 1, 2002, in an amount equal to the
percentage increase in the cost of living index as set by the

SECTION 5. The Legislature shall appropriate the funds
necessary to provide for the increases in compensation provided
for in this act.

SECTION 6. This act shall take effect and be in force from
and after July 1, 2002.