An Act to Amend Section 25-9-148, Mississippi Code of 1972, To Require State Agencies to Justify Salary Increases That Are Inconsistent with the Variable Compensation Plan and to Require the State Personnel Board to Report to Certain Legislative Committees on Those Increases; and for Related Purposes.

Be it enacted by the Legislature of the State of Mississippi:

Section 1. Section 25-9-148, Mississippi Code of 1972, is amended as follows:

(1) Before September 1st of every year, the State Personnel Board shall prepare a written report to be submitted to the Chairmen of the House of Representatives Appropriations and Fees and Salaries of Public Officers Committees, the Chairmen of the Senate Appropriations and Fees, Salaries and Administration Committees and the Legislative Budget Office specifically describing every increase in compensation, other than salary increases authorized by the Legislature, or additional compensation that was awarded to any state officer, administrator, executive head, employee or employees during the next preceding fiscal year. For each increase or additional compensation awarded, the report shall include no less than the following information: the annual salary of the officer, administrator, executive head or employee before the increase; the total amount of the increase or additional compensation; the justification for the increase or additional compensation; the effective date of the increase or additional compensation; and the source of the additional compensation, including federal or private funds.
(2) An agency that grants a salary increase to any state officer, administrator, executive head, employee or employees that is inconsistent with the Colonel Guy Groff State Variable Compensation Plan shall submit a justification for that increase to the State Personnel Board before the expiration of the fiscal year during which the increase is granted. The State Personnel Board shall submit a written report of all such increases, including an analysis by the board of the justifications, to the Chairmen of the House of Representatives Appropriations and Fees and Salaries of Public Officers Committees, the Chairmen of the Senate Appropriations and Fees, Salaries and Administration Committees and the Legislative Budget Office before July 15 of the next succeeding fiscal year.

SECTION 2. This act shall take effect and be in force from and after July 1, 2003.