

By: Representative Eads

To: Fees and Salaries of
Public Officers;
Appropriations

HOUSE BILL NO. 299

1 AN ACT TO INCREASE THE SALARIES OF STATE SERVICE EMPLOYEES
2 AND FACULTY AND STAFF OF THE PUBLIC COMMUNITY AND JUNIOR COLLEGES
3 AND STATE INSTITUTIONS OF HIGHER LEARNING BY AN AMOUNT EQUAL TO
4 THE PERCENTAGE INCREASE IN THE COST OF LIVING INDEX AS SET BY THE
5 UNITED STATES GOVERNMENT; TO DIRECT THE STATE PERSONNEL BOARD TO
6 ENSURE THAT CERTAIN STATE EMPLOYEES RECEIVE THE FULL AMOUNT OF THE
7 SALARY INCREASE; TO DIRECT THE APPROPRIATION OF FUNDS NECESSARY TO
8 PROVIDE THE SALARY INCREASES; AND FOR RELATED PURPOSES.

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

10 **SECTION 1.** (1) The State Personnel Board shall adjust the
11 Colonel Guy Groff State Variable Compensation Plan in a manner
12 that will effectuate a percentage increase in the annual
13 compensation of each state service employee, effective October 1,
14 2003, in an amount equal to the percentage increase in the cost of
15 living index as set by the United States government for January
16 2003.

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

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



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

34 **SECTION 3.** The board of trustees of each public community or
35 junior college shall provide for a percentage increase in the
36 salaries of the faculty and staff of that community or junior
37 college, effective October 1, 2003, in an amount equal to the
38 percentage increase in the cost of living index as set by the
39 United States government for January 2003.

40 **SECTION 4.** The appointing authority of each state
41 institution of higher learning shall provide for a percentage
42 increase in the salaries of the faculty and staff of that
43 institution, effective October 1, 2003, in an amount equal to the
44 percentage increase in the cost of living index as set by the
45 United States government for January 2003.

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

49 **SECTION 6.** This act shall take effect and be in force from
50 and after July 1, 2003.

