

By: Representative Moak

To: Appropriations

HOUSE BILL NO. 328

1 AN ACT TO INCREASE THE ANNUAL COMPENSATION OF STATE SERVICE
2 EMPLOYEES IN THE AMOUNT OF \$1,000.00; TO DIRECT THE STATE
3 PERSONNEL BOARD TO ENSURE THAT CERTAIN STATE EMPLOYEES RECEIVE THE
4 FULL AMOUNT OF THE SALARY INCREASE; TO DIRECT THE APPROPRIATION OF
5 FUNDS NECESSARY TO PROVIDE THE SALARY INCREASES; AND FOR RELATED
6 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 annual compensation of
11 each state service employee by an amount equal to One Thousand
12 Dollars (\$1,000.00), effective on July 1, 2004.

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

20 **SECTION 2.** If any state employee is unable to receive the
21 full amount of the salary increase provided for in Section 1 of
22 this act because to award the entire allowable increase would
23 cause that employee's base salary to exceed the end step of his or
24 her particular job classification, the State Personnel Board shall
25 amend the Variable Compensation Plan by increasing the end step of
26 that particular job classification. The increase shall be in an
27 amount necessary to enable all employees in that particular job
28 classification to be eligible to receive the full salary increase
29 to which they are entitled under this act.

30 **SECTION 3.** The Legislature shall appropriate the funds
31 necessary to provide for the increases in compensation provided
32 for in this act.

33 **SECTION 4.** This act shall take effect and be in force from
34 and after July 1, 2004.