

By: Representative Pierce

To: Appropriations

HOUSE BILL NO. 658

1 AN ACT TO INCREASE THE SALARIES OF STATE SERVICE EMPLOYEES
2 BY AN AMOUNT EQUAL TO FIVE PERCENT; TO DIRECT THE STATE PERSONNEL
3 BOARD TO ENSURE THAT CERTAIN STATE EMPLOYEES RECEIVE THE FULL
4 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, effective July 1, 2004, in an amount
12 equal to five percent (5%) of the employee's annual salary in
13 effect on June 30, 2004.

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

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

29 classification to be eligible to receive the full salary increase
30 to which they are entitled pursuant to this act.

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

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