

By: Representative Flaggs

To: Appropriations

HOUSE BILL NO. 116

1 AN ACT TO INCREASE THE SALARIES OF STATE SERVICE EMPLOYEES
2 BY AN AMOUNT EQUAL TO FIVE PERCENT FOR CERTAIN STATE FISCAL YEARS;
3 TO DIRECT THE STATE PERSONNEL BOARD TO ENSURE THAT CERTAIN STATE
4 EMPLOYEES RECEIVE THE FULL AMOUNT OF THE SALARY INCREASE; TO
5 DIRECT THE APPROPRIATION OF FUNDS NECESSARY TO PROVIDE THE SALARY
6 INCREASES; AND FOR RELATED 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 for the fiscal years 2007, 2008 and
12 2009. The increase for each fiscal year shall be in an amount
13 equal to five percent (5%) of the employee's salary in effect on
14 the June 30 immediately preceding the fiscal year in which the
15 increase will become effective.

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

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

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

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

36 **SECTION 4.** This act shall take effect and be in force from
37 and after July 1, 2006.