

By: Senator(s) Jordan

To: Fees, Salaries and
Administration;
Appropriations

SENATE BILL NO. 2016

1 AN ACT TO INCREASE THE ANNUAL COMPENSATION OF STATE SERVICE
2 EMPLOYEES BY CERTAIN PERCENTAGE AMOUNTS OVER A THREE-YEAR PERIOD;
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 by the following across-the-board
12 percentage amounts in each of the following three (3) fiscal
13 years, effective on July 1, 2006:

14 (a) Three percent (3%) increase in base salary in
15 fiscal year 2007;

16 (b) Four percent (4%) increase in base salary in fiscal
17 year 2008; and

18 (c) Four percent (4%) increase in base salary in fiscal
19 year 2009.

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

27 **SECTION 2.** If any state employee is unable to receive the
28 full amount of the salary increase provided for in Section 1 of
29 this act because to award the entire allowable increase would

30 cause that employee's base salary to exceed the end step of his or
31 her particular job classification, the State Personnel Board shall
32 amend the Colonel Guy Groff State Variable Compensation Plan by
33 increasing the end step of that particular job classification.
34 The increase shall be in an amount necessary to enable all
35 employees in that particular job classification to be eligible to
36 receive the full salary increase to which they are entitled under
37 this act.

38 **SECTION 3.** The Legislature shall appropriate the funds
39 necessary to provide for the increases in compensation provided
40 for in this act.

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