

By: Representative Miles

To: Appropriations

HOUSE BILL NO. 129

1 AN ACT TO PROVIDE FOR AN INCREASE IN THE ANNUAL COMPENSATION
 2 OF STATE SERVICE EMPLOYEES WHOSE ANNUAL GROSS SALARY IS LESS THAN
 3 \$50,000.00; TO DIRECT THE STATE PERSONNEL BOARD TO ENSURE THAT
 4 CERTAIN STATE EMPLOYEES RECEIVE THE FULL AMOUNT OF THE SALARY
 5 INCREASE; TO DIRECT THE APPROPRIATION OF FUNDS NECESSARY TO
 6 PROVIDE THE SALARY INCREASES; TO BRING FORWARD SECTION 25-3-40,
 7 WHICH RELATES TO STATE EMPLOYEE RAISES, FOR PURPOSES OF AMENDMENT;
 8 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 an increase in the annual compensation of
 13 each state employee whose annual gross salary is less than Fifty
 14 Thousand Dollars (\$50,000.00) by an amount equal to Two Thousand
 15 Five Hundred Dollars (\$2,500.00), effective July 1, 2018.

16 (2) If the increase 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 or she 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 (3) If any state employee is unable to receive the full
24 amount of the salary increase provided for in this section,
25 because to award the entire allowable increase would cause that
26 employee's base salary to exceed the end step of his or her
27 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 under this section.

33 (4) The Legislature shall appropriate the funds necessary to
34 provide for the increase in compensation provided for in this
35 section.

36 **SECTION 2.** Section 25-3-40, Mississippi Code of 1972, is
37 brought forward as follows:

38 25-3-40. On July 1, 1978, and each year thereafter, the
39 Mississippi Compensation Plan shall be amended to provide salary
40 increases in such amounts and percentages as might be recommended
41 by the Legislative Budget Office and as may be authorized by funds
42 appropriated by the Legislature for the purpose of granting
43 incentive salary increases as deemed possible dependent upon the
44 availability of general and special funds.



45 It is hereby declared to be the intent of the Mississippi
46 Legislature to implement the minimum wage as enacted by statutory
47 law of the United States Congress subject to funds being available
48 for that purpose. It is the intent and purpose of this section to
49 maximize annual salary increases consistent with the availability
50 of funds as might be determined by the Mississippi Legislature at
51 its regular annual session and that all salary increases hereafter
52 be made consistent with the provisions of this section.

53 **SECTION 3.** This act shall take effect and be in force from
54 and after July 1, 2018.

