

By: Senator(s) Simmons (13th), Jackson
(32nd), Jackson (11th), Barnett, Blackmon,
Simmons (12th), Jordan, Frazier, Thomas,
Witherspoon

To: Appropriations

SENATE BILL NO. 2767

1 AN ACT TO PROVIDE FOR AN INCREASE IN THE ANNUAL COMPENSATION
2 OF STATE SERVICE EMPLOYEES; TO DIRECT THE STATE PERSONNEL BOARD TO
3 ENSURE THAT CERTAIN STATE EMPLOYEES RECEIVE THE FULL AMOUNT OF THE
4 SALARY INCREASE; TO DIRECT THE APPROPRIATION OF FUNDS NECESSARY TO
5 PROVIDE THE SALARY INCREASES; AND FOR RELATED PURPOSES.

6 BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF MISSISSIPPI:

7 **SECTION 1.** (1) The State Personnel Board shall adjust the
8 Colonel Guy Groff State Variable Compensation Plan in a manner
9 that will effectuate an increase in the annual compensation of
10 each state service employee whose annual gross salary is less than
11 Fifty Thousand Dollars (\$50,000.00) by an amount equal to ten
12 percent (10%) of the employee's salary effective on July 1, 2020.

13 (2) The State Personnel Board shall adjust the Colonel Guy
14 Groff State Variable Compensation Plan in a manner that will
15 effectuate an increase in the annual compensation of each state
16 service employee whose annual gross salary is Fifty Thousand
17 Dollars (\$50,000.00) or more by an amount equal to five percent
18 (5%) of the employee's salary, effective on July 1, 2020.



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

26 (4) If any state employee is unable to receive the full
27 amount of the salary increase provided for in this section because
28 to award the entire allowable increase would cause that employee's
29 base salary to exceed the end step of his or her particular job
30 classification, the State Personnel Board shall amend the Variable
31 Compensation Plan by increasing the end step of that particular
32 job classification. The increase shall be in an amount necessary
33 to enable all employees in that particular job classification to
34 be eligible to receive the full salary increase to which they are
35 entitled under this section.

36 **SECTION 2.** The Legislature shall appropriate the funds
37 necessary to provide for the increases in compensation provided
38 for in this act.

39 **SECTION 3.** This act shall take effect and be in force from
40 and after July 1, 2020.

