

By: Representative Porter

To: Accountability,
Efficiency, Transparency;
Appropriations

HOUSE BILL NO. 45

1 AN ACT TO PROVIDE FOR A THREE PERCENT INCREASE IN THE ANNUAL
2 COMPENSATION OF STATE SERVICE EMPLOYEES FOR EACH OF THE NEXT FOUR
3 FISCAL YEARS; 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; 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 a three percent (3%) increase in the annual
11 compensation of each state service employee who has been an
12 employee of the State of Mississippi for not less than five (5)
13 years on the date that the increase will take effect, for each of
14 the next four (4) fiscal years, as follows:

15 (a) For fiscal year 2023, a three percent (3%) increase
16 above the amount of the employee's annual compensation in effect
17 on June 30, 2022, effective on July 1, 2022;

18 (b) For fiscal year 2024, a three percent (3%) increase
19 above the amount of the employee's annual compensation in effect
20 on June 30, 2023, effective on July 1, 2023;



21 (c) For fiscal year 2025, a three percent (3%) increase
22 above the amount of the employee's annual compensation in effect
23 on June 30, 2025, effective on July 1, 2024; and

24 (d) For fiscal year 2026, a three percent (3%) increase
25 above the amount of the employee's annual compensation in effect
26 on June 30, 2024, effective on July 1, 2025.

27 (2) If the increase in compensation provided for in this
28 section would cause any employee's compensation to be in excess of
29 the compensation of the executive head of the state agency or
30 department in which he or she is employed, then that employee's
31 compensation may be increased only to the extent that the
32 employee's salary will be equal in amount to the compensation of
33 the executive head.

34 (3) If any state employee is unable to receive the full
35 amount of the salary increase provided for in this section because
36 to award the entire allowable increase would cause that employee's
37 base salary to exceed the end step of his or her particular job
38 classification, the State Personnel Board shall amend the Variable
39 Compensation Plan by increasing the end step of that particular
40 job classification. The increase shall be in an amount necessary
41 to enable all employees in that particular job classification to
42 be eligible to receive the full salary increase to which they are
43 entitled under this section.



44 **SECTION 2.** The Legislature shall appropriate the funds
45 necessary to provide for the increases in compensation provided
46 for in this act.

47 **SECTION 3.** This act shall take effect and be in force from
48 and after its passage.

