

By: Representative Scott

To: Accountability,
Efficiency, Transparency;
Appropriations A

HOUSE BILL NO. 31

1 AN ACT TO PROVIDE FOR AN INCREASE IN THE ANNUAL COMPENSATION
2 OF STATE SERVICE EMPLOYEES BASED UPON THE AMOUNT OF THEIR GROSS
3 ANNUAL SALARIES; TO DIRECT THE STATE PERSONNEL BOARD TO ENSURE
4 THAT 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 an increase in the annual compensation of
11 each state service employee by an amount equal to the applicable
12 amount in the following schedule, to be effective on July 1, 2025:

13 (a) For an employee whose gross annual salary is not
14 more than Twenty-five Thousand Dollars (\$25,000.00), an increase
15 of Two Thousand Five Hundred Dollars (\$2,500.00).

16 (b) For an employee whose gross annual salary is more
17 than Twenty-five Thousand Dollars (\$25,000.00) but not more than
18 Thirty-five Thousand Dollars (\$35,000.00), an increase of One
19 Thousand Five Hundred Dollars (\$1,500.00).



20 (c) For an employee whose gross annual salary is more
21 than Thirty-five Thousand Dollars (\$35,000.00) but not more than
22 Fifty Thousand Dollars (\$50,000.00), an increase of One Thousand
23 Dollars (\$1,000.00).

24 (d) For an employee whose gross annual salary is more
25 than Fifty Thousand Dollars (\$50,000.00), an increase of Five
26 Hundred Dollars (\$500.00).

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 shall 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.

