

By: Representative Eads

To: Fees and Salaries of  
Public Officers;  
Appropriations

HOUSE BILL NO. 275

1 AN ACT TO INCREASE THE SALARIES OF STATE SERVICE EMPLOYEES  
2 AND FACULTY AND STAFF OF THE PUBLIC COMMUNITY AND JUNIOR COLLEGES  
3 AND STATE INSTITUTIONS OF HIGHER LEARNING BY AN AMOUNT EQUAL TO  
4 THE PERCENTAGE INCREASE IN THE COST OF LIVING INDEX AS SET BY THE  
5 UNITED STATES GOVERNMENT; TO DIRECT THE STATE PERSONNEL BOARD TO  
6 ENSURE THAT CERTAIN STATE EMPLOYEES RECEIVE THE FULL AMOUNT OF THE  
7 SALARY INCREASE; TO DIRECT THE APPROPRIATION OF FUNDS NECESSARY TO  
8 PROVIDE THE SALARY INCREASES; 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 a percentage increase in the annual  
13 compensation of each state service employee, effective October 1,  
14 2002, in an amount equal to the percentage increase in the cost of  
15 living index as set by the United States government for January  
16 2002.

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

24 **SECTION 2.** If any state employee is unable to receive the  
25 full amount of the salary increase provided for in Section 1 of  
26 this act because to award the entire allowable increase would  
27 cause that employee's base salary to exceed the end step of his or  
28 her particular job classification, the State Personnel Board shall  
29 amend the variable compensation plan by increasing the end step of  
30 that particular job classification. The increase in the end step



31 shall be in an amount necessary to enable all employees in that  
32 particular job classification to be eligible to receive the full  
33 salary increase to which they are entitled pursuant to this act.

34 **SECTION 3.** The board of trustees of each public community or  
35 junior college shall provide for a percentage increase in the  
36 salaries of the faculty and staff of that community or junior  
37 college, effective October 1, 2002, in an amount equal to the  
38 percentage increase in the cost of living index as set by the  
39 United States government for January 2002.

40 **SECTION 4.** The appointing authority of each state  
41 institution of higher learning shall provide for a percentage  
42 increase in the salaries of the faculty and staff of that  
43 institution, effective October 1, 2002, in an amount equal to the  
44 percentage increase in the cost of living index as set by the  
45 United States government for January 2002.

46 **SECTION 5.** The Legislature shall appropriate the funds  
47 necessary to provide for the increases in compensation provided  
48 for in this act.

49 **SECTION 6.** This act shall take effect and be in force from  
50 and after July 1, 2002.

