

## REPORT OF CONFERENCE COMMITTEE

**MR. PRESIDENT AND MR. SPEAKER:**

We, the undersigned conferees, have had under consideration the amendments to the following entitled BILL:

S. B. No. 3043: Appropriation; Personnel Board.

We, therefore, respectfully submit the following report and recommendation:

1. That the House recede from its Amendment No. 1.
2. That the Senate and House adopt the following amendment:

Amend by striking all after the enacting clause and inserting in lieu thereof the following:

4           **SECTION 1.** The following sum, or so much thereof as may be  
5 necessary, is hereby appropriated out of any money in the State  
6 General Fund not otherwise appropriated, for the support and  
7 maintenance of the State Personnel Board for the fiscal year  
8 beginning July 1, 2024, and ending June 30, 2025.....  
9 .....\$           5,374,870.00.

10           **SECTION 2.** Of the funds appropriated under the provisions of  
11 this act, the following positions are authorized:

12           AUTHORIZED HEADCOUNT:

13           Permanent:                   46  
14           Time-Limited:                0

15           With the funds herein appropriated, it shall be the agency's  
16 responsibility to make certain that funds required for Personal  
17 Services for Fiscal Year 2026 do not exceed Fiscal Year 2025 funds



18 appropriated for that purpose unless programs or positions are  
19 added to the agency's Fiscal Year 2025 budget by the Mississippi  
20 Legislature. The Legislature shall determine the agency's  
21 personal services appropriation, which the State Personnel Board  
22 shall publish. The agency's personal services appropriation may  
23 consist of restricted funds for approved vacancies for Fiscal Year  
24 2025 that may be utilized to fill vacant Fiscal Year 2024  
25 headcount. It shall be the agency's responsibility to ensure that  
26 the funds provided for vacancies are used to increase headcount  
27 and not for promotions, title changes, in-range salary adjustments  
28 or any other mechanism for increasing salaries for current  
29 employees. It is the Legislature's intention that no employee  
30 salary falls below the minimum salary established by the  
31 Mississippi State Personnel Board.

32 Additionally, the State Personnel Board shall determine and  
33 publish the projected annualized payroll costs based on current  
34 employees. It shall be the responsibility of the agency head to  
35 ensure that actual personnel expenditures for Fiscal Year 2025 do  
36 not exceed the data provided by the Legislative Budget Office. If  
37 the agency's Fiscal Year 2025 projected cost exceeds the  
38 annualized costs, no salary actions shall be processed by the  
39 State Personnel Board except for new hires determined to be  
40 essential for the agency.

41 Any transfers or escalations shall be made in accordance with  
42 the terms, conditions, and procedures established by law or



43 allowable under the terms set forth within this act. The State  
44 Personnel Board shall not escalate positions without written  
45 approval from the Department of Finance and Administration. The  
46 Department of Finance and Administration shall not provide written  
47 approval to escalate any funds for salaries and/or positions  
48 without proof of availability of new or additional funds above the  
49 appropriated level.

50 No general funds authorized to be expended herein shall be  
51 used to replace federal funds and/or other special funds used for  
52 salaries authorized under the provisions of this act and which are  
53 withdrawn and no longer available.

54 None of the funds herein appropriated shall be used in  
55 violation of the Internal Revenue Service's Publication 15-A  
56 relating to the reporting of income paid to contract employees, as  
57 interpreted by the Office of the State Auditor.

58 **SECTION 3.** None of the funds appropriated under the  
59 provisions of Section 1 of this act may be expended until the  
60 State Personnel Board, based on data provided by the Legislative  
61 Budget Office, determines and publishes the projected annual cost  
62 to fully fund all appropriated positions for all agencies with  
63 compliance language in their appropriation bills.

64 **SECTION 4.** It is the intention of the Legislature that the  
65 State Personnel Board shall maintain complete accounting and  
66 personnel records related to the expenditure of all funds  
67 appropriated under this act and that such records shall be in the



68 same format and level of detail as maintained for Fiscal Year  
69 2024. It is further the intention of the Legislature that the  
70 agency's budget request for Fiscal Year 2026 shall be submitted to  
71 the Joint Legislative Budget Committee in a format and level of  
72 detail comparable to the format and level of detail provided  
73 during the Fiscal Year 2025 budget request process.

74 **SECTION 5.** It is the intention of the Legislature that  
75 whenever two (2) or more bids are received by this agency for the  
76 purchase of commodities or equipment, and whenever all things  
77 stated in such received bids are equal with respect to price,  
78 quality and service, the Mississippi Industries for the Blind  
79 shall be given preference. A similar preference shall be given to  
80 the Mississippi Industries for the Blind whenever purchases are  
81 made without competitive bids.

82 **SECTION 6.** It is the intention of the Legislature that the  
83 funds herein appropriated shall be expended in compliance with  
84 Section 27-104-25, Mississippi Code of 1972, that no state agency  
85 shall incur obligations or indebtedness in excess of their  
86 appropriation and that the responsible officers, either personally  
87 or upon their official bonds, shall be held responsible for  
88 actions contrary to this provision.

89 **SECTION 7.** The money herein appropriated shall be paid by  
90 the State Treasurer out of any money in the State Treasury to the  
91 credit of the proper fund or funds as set forth in this act, upon  
92 warrants issued by the State Fiscal Officer, and the State Fiscal



93 Officer shall issue his warrants upon requisitions signed by the  
94 proper person, officer or officers in the manner provided by law.

95 **SECTION 8.** This act shall take effect and be in force from  
96 and after July 1, 2024.

**Further, amend by striking the title in its entirety and  
inserting in lieu thereof the following:**

1 AN ACT MAKING AN APPROPRIATION TO DEFRAY THE EXPENSES OF THE  
2 STATE PERSONNEL BOARD FOR FISCAL YEAR 2025.

CONFEREES FOR THE SENATE

X (SIGNED)  
Hopson

X (SIGNED)  
Williams

X (SIGNED)  
Seymour

CONFEREES FOR THE HOUSE

X (SIGNED)  
Mims

X (SIGNED)  
Read

X (SIGNED)  
McKnight

