MISSISSIPPI LEGISLATURE REGULAR SESSION 2021

By: Representative Porter

To: Accountability, Efficiency, Transparency; Appropriations

HOUSE BILL NO. 339

AN ACT TO PROVIDE FOR A THREE PERCENT INCREASE IN THE ANNUAL COMPENSATION OF STATE SERVICE EMPLOYEES FOR EACH OF THE NEXT FOUR FISCAL YEARS; TO DIRECT THE STATE PERSONNEL BOARD TO ENSURE THAT CERTAIN STATE EMPLOYEES RECEIVE THE FULL AMOUNT OF THE SALARY INCREASE; TO DIRECT THE APPROPRIATION OF FUNDS NECESSARY TO PROVIDE THE SALARY INCREASES; AND FOR RELATED PURPOSES.

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

SECTION 1. (1) The State Personnel Board shall adjust the Colonel Guy Groff State Variable Compensation Plan in a manner that will effectuate a three percent (3%) increase in the annual compensation of each state service employee who has been an employee of the State of Mississippi for not less than five (5) years on the date that the increase will take effect, for each of the next four (4) fiscal years, as follows:

(a) For fiscal year 2022, a three percent (3%) increase above the amount of the employee's annual compensation in effect on June 30, 2021, effective on July 1, 2022;

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

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

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

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

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

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

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

ST: State employees; provide for 3% increase in compensation for each of the next 4 fiscal years.