

	FY 2019 Actual	FY 2020 Estimated	FY 2021 Requested	FY 2021 Recommended
<b><u>Expenditure By Object</u></b>				
Salaries & Fringe Benefits	3,184,550	3,391,712	3,376,712	3,362,737
Travel	15,845	20,000	20,000	20,000
Contractual Services	692,856	746,670	761,670	746,670
Commodities	74,626	91,856	201,856	91,856
Capital Outlay - Equipment	16,497	26,500	20,000	10,000
<b>Totals</b>	<b>3,984,374</b>	<b>4,276,738</b>	<b>4,380,238</b>	<b>4,231,263</b>
<b><u>To Be Funded As Follows:</u></b>				
State Appropriations	3,984,374	4,260,238	4,380,238	4,231,263
State Support Special Funds	0	16,500	0	0
<b>Totals</b>	<b>3,984,374</b>	<b>4,276,738</b>	<b>4,380,238</b>	<b>4,231,263</b>
General Fund Lapse	156,847	0	0	0
<b><u>Summary Of Positions</u></b>				
Permanent Full-Time	56	42	42	38
Part-Time	4	3	3	2
Time-Limited Full-Time	0	0	0	0
Part-Time	0	0	0	0
<b>Totals</b>	<b>60</b>	<b>45</b>	<b>45</b>	<b>40</b>
<b><u>Summary Of Funding</u></b>				
General Funds	3,984,374	4,260,238	4,380,238	4,231,263
State Support Funds	0	16,500	0	0
Special Funds	0	0	0	0
<b>Totals</b>	<b>3,984,374</b>	<b>4,276,738</b>	<b>4,380,238</b>	<b>4,231,263</b>

**Agency Description and Programs**

Senate Bill 2200 of the 1980 Regular Legislative Session authorized the State Personnel Board to establish and maintain a fair system of employment that provides employees a good future; agencies a stable supply of quality people; legislative decision-makers quality information and financial controls for personnel costs; and citizens the most effective and efficient government. During the 2016 Legislative Session, the Legislature passed Senate Bill 2362, the Mississippi Budget Transparency and Simplification Act of 2016. Due to this Act, the support for the State Personnel Board are provided by the General Fund.

**1. Human Capital Core Processes**

This program is responsible for maintaining a statewide classification system based on objective job analysis to provide timely and consistent classification of all state service positions and ensure fair treatment of applicants and employees. It also provides an annual recommendation to the Legislature concerning salary ranges of all job classifications under the State Personnel Board's salary setting authority in order to recruit and retain quality employees in the state workforce. The State Personnel Board implements all legislated revisions to the Variable Compensation Plan, administers rules and regulations governing appointment and movement of all employees within state service, provides for position control of employment positions, and reviews state service agencies' requests to contract for personal and professional services. Finally, this program is responsible for recruiting applicants, evaluating applicants' qualifications, testing applicants, and maintaining a list of eligible applicants.

**2. Employee Appeals Board**

This program holds hearings and renders decisions on employee dismissals and other actions adversely affecting compensation or employment status and provides a fair and impartial forum beyond the agency level on a grievance.

**3. Workforce Development**

This program is responsible for oversight of the State's Performance Development System (PDS) and for assisting state agencies in improving the productivity and effectiveness of their state employees.

**4. Performance Division**

This program's responsibilities are to provide administrative support and oversight of MSPB in order to best serve state entities including the Legislature; Governor's Office; the state agencies, boards, and commissions under MSPB purview; and the public of the State of Mississippi.

	FY 2019 Actual	FY 2020 Estimated	FY 2021 Requested	FY 2021 Recommended
<b><u>Summary By Program</u></b>				
1. Human Capital Core Processes				
Total Funds	995,819	1,041,794	1,041,794	1,035,574
2. Employee Appeals Board				
Total Funds	278,937	278,937	278,937	276,809
3. Workforce Development				
Total Funds	724,137	809,775	919,775	809,775
4. Performance Division				
Total Funds	1,985,481	2,146,232	2,139,732	2,109,105