

	FY 2020 Actual	FY 2021 Estimated	FY 2022 Requested	FY 2022 Recommended
<u>Expenditure By Object</u>				
Salaries & Fringe Benefits	3,259,701	3,345,000	3,447,394	3,392,808
Travel	11,755	5,500	5,500	5,500
Contractual Services	725,330	733,801	808,801	525,269
Commodities	60,127	24,600	24,600	24,600
Capital Outlay - Equipment	17,592	10,799	25,822	10,799
Totals	4,074,505	4,119,700	4,312,117	3,958,976
<u>To Be Funded As Follows:</u>				
State Appropriations	4,058,005	4,119,700	4,312,117	3,958,976
State Support Special Funds	16,500	0	0	0
Totals	4,074,505	4,119,700	4,312,117	3,958,976
General Fund Lapse	102,233	0	0	0
<u>Summary Of Positions</u>				
Permanent Full-Time	42	42	42	39
Part-Time	3	3	3	1
Time-Limited Full-Time	0	0	0	0
Part-Time	0	0	0	0
Totals	45	45	45	40
<u>Summary Of Funding</u>				
General Funds	4,058,005	4,119,700	4,312,117	3,958,976
State Support Funds	16,500	0	0	0
Special Funds	0	0	0	0
Totals	4,074,505	4,119,700	4,312,117	3,958,976

Agency Description and Programs

Senate Bill 2200 of the 1980 Regular Legislative Session authorized the Mississippi State Personnel Board (MSPB) 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 Regular 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 Mississippi State Personnel Board is 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. MSPB 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 2020 Actual	FY 2021 Estimated	FY 2022 Requested	FY 2022 Recommended
<u>Summary By Program</u>				
1. Human Capital Core Processes				
Total Funds	1,062,778	1,060,223	1,186,420	1,060,223
2. Employee Appeals Board				
Total Funds	272,760	272,727	272,727	253,361
3. Workforce Development				
Total Funds	717,155	707,539	758,736	659,337
4. Performance Division				
Total Funds	2,021,812	2,079,211	2,094,234	1,986,055