

	FY 2021 Actual	FY 2022 Estimated	FY 2023 Requested	FY 2023 Recommended
<b><u>Expenditure By Object</u></b>				
Salaries & Fringe Benefits	3,100,542	3,548,170	3,747,042	3,423,175
Travel	2,375	12,000	12,300	12,000
Contractual Services	798,886	820,801	829,021	610,398
Commodities	28,858	24,600	25,215	24,600
Capital Outlay - Equipment	21,787	33,400	61,576	0
<b>Totals</b>	<b>3,952,448</b>	<b>4,438,971</b>	<b>4,675,154</b>	<b>4,070,173</b>
<b><u>To Be Funded As Follows:</u></b>				
State Appropriations	3,952,448	4,325,168	4,675,154	4,070,173
State Support Special Funds	0	113,803	0	0
<b>Totals</b>	<b>3,952,448</b>	<b>4,438,971</b>	<b>4,675,154</b>	<b>4,070,173</b>
General Fund Lapse	37,252	0	0	0
<b><u>Summary Of Positions</u></b>				
Permanent Full-Time	42	41	41	40
Part-Time	3	0	0	0
Time-Limited Full-Time	0	0	0	0
Part-Time	0	0	0	0
<b>Totals</b>	<b>45</b>	<b>41</b>	<b>41</b>	<b>40</b>
<b><u>Summary Of Funding</u></b>				
General Funds	3,952,448	4,325,168	4,675,154	4,070,173
State Support Funds	0	113,803	0	0
Special Funds	0	0	0	0
<b>Totals</b>	<b>3,952,448</b>	<b>4,438,971</b>	<b>4,675,154</b>	<b>4,070,173</b>

### **Agency Description and Programs**

The Mississippi State Personnel Board (MSPB) was authorized under Senate Bill 2200 of the 1980 Regular Legislative Session to establish and maintain a fair system of employment that provides employees a promising 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. In the 2016 Regular Legislative Session, the Legislature passed Senate Bill 2362, the Mississippi Budget Transparency and Simplification Act of 2016, which changed the support for the State Personnel Board to be provided by the General Fund.

#### 1. Classification, Compensation, and Recruitment

This program is responsible for maintaining a statewide classification system based on an objective job analysis which provides timely and consistent classification of all state service positions and ensures 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 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. Training and 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 to serve the best 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 2021 Actual	FY 2022 Estimated	FY 2023 Requested	FY 2023 Recommended
<b><u>Summary By Program</u></b>				
1. Classif, Compensation, & Recrt Total Funds	1,687,414	1,635,394	1,712,353	1,507,781
2. Employee Appeals Board Total Funds	264,968	280,000	290,500	256,277
3. Training & Development Total Funds	487,440	555,000	585,000	528,607
4. Performance Division Total Funds	1,512,626	1,968,577	2,087,301	1,777,507