

	FY 2022 Actual	FY 2023 Estimated	FY 2024 Requested	FY 2024 Recommended
<u>Expenditure By Object</u>				
Salaries & Fringe Benefits	3,161,250	3,730,257	4,104,609	3,630,052
Travel	14,267	29,800	30,694	29,800
Contractual Services	822,322	843,823	869,137	843,823
Commodities	77,117	39,000	40,170	39,000
Capital Outlay - Equipment	88,769	5,000	5,150	5,000
Wireless Communication Devices	1,896	0	0	0
Totals	4,165,621	4,647,880	5,049,760	4,547,675
<u>To Be Funded As Follows:</u>				
State Appropriations	4,060,582	4,647,880	5,049,760	4,547,675
State Support Special Funds	105,039	0	0	0
Totals	4,165,621	4,647,880	5,049,760	4,547,675
General Fund Lapse	264,586	0	0	0
State Support Fund Lapse	8,764	0	0	0
<u>Summary Of Headcounts</u>				
Permanent Full-Time	41	43	47	43
Part-Time	0			
Time-Limited Full-Time	0	0	0	0
Part-Time	0			
Totals	41	43	47	43
<u>Summary Of Funding</u>				
General Funds	4,060,582	4,647,880	5,049,760	4,547,675
State Support Funds	105,039	0	0	0
Special Funds	0	0	0	0
Totals	4,165,621	4,647,880	5,049,760	4,547,675

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. In 2022, the Personnel Board introduced and is now currently working with state agencies to oversee the new State Employee Classification and Compensation (SEC2) Initiative.

1. Classification, Compensation, and Recruitment

This program maintains a statewide classification system based on an objective job analysis providing a timely and consistent classification of state service positions and ensures fair treatment of applicants and employees. MSPB also provides an annual recommendation to the Legislature concerning salary ranges of 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 the appointment and movement of 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, 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 provides 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 efficiently and effectively provide administrative support and oversight of MSPB operations in order to best serve state entities including the Legislature; Governor's Office; the state agencies, boards, and commissions under MSPB purview; and the citizens of the State of Mississippi.

	FY 2022 Actual	FY 2023 Estimated	FY 2024 Requested	FY 2024 Recommended
<u>Summary By Program</u>				
1. Classif, Compensation, & Recrt Total Funds	1,069,858	1,205,000	1,490,987	1,172,711
2. Employee Appeals Board Total Funds	209,339	219,042	219,042	215,898
3. Training & Development Total Funds	782,327	887,000	907,307	870,130
4. Performance Division Total Funds	2,104,097	2,336,838	2,432,424	2,288,936