

	FY 2024 Actual	FY 2025 Estimated	FY 2026 Requested	FY 2026 Recommended
<b><u>Expenditure By Object</u></b>				
Salaries & Fringe Benefits	3,751,192	4,447,072	4,602,809	4,422,314
Travel	20,745	26,000	26,000	26,000
Contractual Services	774,090	858,798	858,798	858,798
Commodities	68,472	40,000	40,000	40,000
Capital Outlay - Equipment	14,626	3,000	208,000	3,000
<b>Totals</b>	<b>4,629,125</b>	<b>5,374,870</b>	<b>5,735,607</b>	<b>5,350,112</b>
<b><u>To Be Funded As Follows:</u></b>				
State Appropriations	4,629,125	5,374,870	5,530,607	5,350,112
State Support Special Funds	0	0	205,000	0
<b>Totals</b>	<b>4,629,125</b>	<b>5,374,870</b>	<b>5,735,607</b>	<b>5,350,112</b>
General Fund Lapse	282,343	0	0	0
<b><u>Summary Of Headcounts</u></b>				
Permanent	43	46	48	46
Time-Limited	0	0	0	0
<b>Totals</b>	<b>43</b>	<b>46</b>	<b>48</b>	<b>46</b>
<b><u>Summary Of Funding</u></b>				
General Funds	4,629,125	5,374,870	5,530,607	5,350,112
State Support Funds	0	0	205,000	0
Special Funds	0	0	0	0
<b>Totals</b>	<b>4,629,125</b>	<b>5,374,870</b>	<b>5,735,607</b>	<b>5,350,112</b>

### **Agency Description and Programs**

The Mississippi State Personnel Board (MSPB) is authorized under Section 25-9-109, Mississippi Code of 1972 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. Beginning in 2022, the Personnel Board introduced and is 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 provides 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 2024 Actual	FY 2025 Estimated	FY 2026 Requested	FY 2026 Recommended
<b><u>Summary By Program</u></b>				
1. Classif, Compensation, & Recrt Total Funds	1,467,002	1,840,198	1,970,565	1,829,998
2. Employee Appeals Board Total Funds	162,803	174,427	175,385	174,047
3. Training & Development Total Funds	826,320	1,029,703	1,036,687	1,025,803
4. Performance Division Total Funds	2,173,000	2,330,542	2,552,970	2,320,264