

	FY 2025 Actual	FY 2026 Estimated	FY 2027 Requested	FY 2027 Recommended
<u>Expenditure By Object</u>				
Salaries & Fringe Benefits	4,075,746	4,424,204	4,613,904	4,248,151
Travel	26,037	24,798	24,798	24,798
Contractual Services	748,653	860,000	991,095	860,000
Commodities	103,883	40,000	40,000	40,000
Capital Outlay - Equipment	2,741	3,000	167,000	3,000
Totals	4,957,060	5,352,002	5,836,797	5,175,949
<u>To Be Funded As Follows:</u>				
State Appropriations	4,957,060	5,352,002	5,672,797	5,175,949
State Support Special Funds	0	0	164,000	0
Totals	4,957,060	5,352,002	5,836,797	5,175,949
General Fund Lapse	417,810	0	0	0
<u>Summary Of Headcounts</u>				
Permanent	46	47	48	47
Time-Limited	0	0	0	0
Totals	46	47	48	47
<u>Summary Of Funding</u>				
General Funds	4,957,060	5,352,002	5,672,797	5,175,949
State Support Funds	0	0	164,000	0
Special Funds	0	0	0	0
Totals	4,957,060	5,352,002	5,836,797	5,175,949

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. The Mississippi Budget Transparency and Simplification Act of 2016, created in 27-104-201, Mississippi Code of 1972, 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 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 2025 Actual	FY 2026 Estimated	FY 2027 Requested	FY 2027 Recommended
<u>Summary By Program</u>				
1. Classif, Compensation, & Recrt Total Funds	1,608,984	1,848,996	1,948,506	1,776,087
2. Employee Appeals Board Total Funds	159,988	172,190	173,458	169,477
3. Training & Development Total Funds	951,141	1,086,000	1,155,746	1,056,155
4. Performance Division Total Funds	2,236,947	2,244,816	2,559,087	2,174,230