



## **Mississippi State Personnel Board**

Revision to Variable Compensation Plan for Fiscal Year 2022  
Implementation of Project SEC<sup>2</sup>  
Effective January 1, 2022

## Previously Approved Zone 4 Automatic Qualifiers

- Certain qualifications are authorized by the MSPB to give immediate access to Zone 4 without a separate request presented to and approved by the MSPB and are exempt from the 10% maximum increase for in-range adjustments.

These qualifications include:

- Certified Examiner in Charge
- Chartered Financial Analyst
- Certified Financial Examiner
- Certified Internal Auditor
- Certified Insurance Examiner
- Nursing Home Administrator
- Certified Public Accountant

## Additions to Zone 4 Automatic Qualifiers

- Certified Fraud Examiner
- Certified Government Financial Manager
- Engineer-in-Training and Geologist-in-Training as part of a special compensation plan

## Modification to Extensive Travel Additional Comp

- Originally listed as a minimum of 11 days
- Board approved a minimum of 8 days in April 2018
- Policy updated to reflect current minimum timeframe

## **Staff Recommendations:**

Approve the amendments to the Variable Compensation Plan as presented as a Proposed Rule, and to the extent that no substantive changes are made as a result of the required public comment period, that the Board further approve adoption as a Final Rule; and,

## **Staff Recommendations:**

Authorize the Executive Director to make such minor changes to the Variable Compensation Plan with regard to formatting, correction of typographical errors and the like as may be required to facilitate filing, printing and publication.

