



MISSISSIPPI
STATE PERSONNEL BOARD



**SEC² Pay Grades, Classification
Assignments, and Preliminary
Implementation Projections**

Statement of Request

SEC² Recommendations and Projections

- Forwarded to the Legislative Budget Office and the Department of Finance and Administration for funding consideration in the budget process.

Justification

- Generally accepted HR practices require an annual or biennial review of the relevant labor market. Recommended adjustments to pay grades are based on salary surveys from the relevant labor market primarily in the four (4) contiguous states' public sector and the private sector in Mississippi. In SEC², greater emphasis is placed in the labor market in Mississippi. These recommendations are targeted at keeping salaries for state employees relatively comparable to the labor market.

Justification

- Funding is totally at the discretion of the Legislature.
- For agency head classifications, a tiered process was used, and agency head salaries will be capped at the market rate for their individual classification.
- Agencies were assigned to Tier I, II, or III based on their market salary, size, and scope of responsibility.

Justification

- Executive Level staff were assigned to the General Management family and include Chiefs of Staff, Chief Deputies, Other Deputy Directors, and Other Administrators if needed.
- These were assigned to pay grades using the same tiered approach as agency heads.

General Pay Plan

Grade	Min	Market	Max
20	\$101,626.42	\$127,033.02	\$158,791.28
19	\$91,555.33	\$114,444.17	\$143,055.21
18	\$82,482.28	\$103,102.85	\$128,878.56
17	\$74,308.36	\$92,885.45	\$116,106.81
16	\$66,944.47	\$83,680.59	\$104,600.73
15	\$61,416.94	\$76,771.18	\$95,963.98
14	\$56,345.82	\$70,432.28	\$88,040.35
13	\$51,693.41	\$64,616.77	\$80,770.96
12	\$47,425.15	\$59,281.44	\$74,101.80
11	\$43,509.31	\$54,386.64	\$67,983.30

Grade	Min	Market	Max
10	\$40,286.40	\$50,358.00	\$62,947.50
9	\$36,624.00	\$45,780.00	\$57,225.00
8	\$33,600.00	\$42,000.00	\$52,500.00
7	\$31,111.11	\$38,888.89	\$48,611.11
6	\$28,542.30	\$35,677.88	\$44,597.35
5	\$26,185.60	\$32,732.00	\$40,915.00
4	\$24,023.49	\$30,029.36	\$37,536.70
3	\$22,039.90	\$27,549.87	\$34,437.34
2	\$20,220.09	\$25,275.11	\$31,593.89
1	\$18,216.30	\$22,770.37	\$28,462.96

Information Technology Pay Plan

Grade	Min	Market	Max
12	\$101,657.06	\$127,071.33	\$158,839.16
11	\$90,765.23	\$113,456.54	\$141,820.68
10	\$82,513.85	\$103,142.31	\$128,927.89
9	\$73,673.08	\$92,091.35	\$115,114.19
8	\$65,779.54	\$82,224.42	\$102,780.52
7	\$60,906.98	\$76,133.72	\$95,167.15
6	\$55,877.96	\$69,847.45	\$87,309.31
5	\$50,798.15	\$63,497.68	\$79,372.10
4	\$44,954.11	\$56,192.64	\$70,240.80
3	\$40,137.60	\$50,172.00	\$62,715.00
2	\$36,160.00	\$45,200.00	\$56,500.00
1	\$32,000.00	\$40,000.00	\$50,000.00

Medical Pay Plan

Grade	Min	Market	Max
11	\$181,879.60	\$227,349.50	\$284,186.87
10	\$151,566.33	\$189,457.91	\$236,822.39
9	\$126,305.28	\$157,881.59	\$197,351.99
8	\$104,384.53	\$130,480.66	\$163,100.82
7	\$86,987.10	\$108,733.88	\$135,917.35
6	\$75,640.96	\$94,551.20	\$118,189.00
5	\$65,774.75	\$82,218.44	\$102,773.04
4	\$55,741.31	\$69,676.64	\$87,095.80
3	\$47,238.40	\$59,048.00	\$73,810.00
2	\$38,720.00	\$48,400.00	\$60,500.00
1	\$32,000.00	\$40,000.00	\$50,000.00

Agency Head Pay Plan

Tier	Min	Market	Max
3	\$109,944.00	\$146,592.00	\$183,240.00
2	\$93,452.00	\$124,603.00	\$155,754.00
1	\$79,434.00	\$105,912.00	\$132,390.00

General Pay Plan Allocations

Grade	Agriculture			Business Operations and Support											Communications and PR		
	Agribusiness	Consumer Safety, Protection, and Compliance	Veterinarian	Administrative Support	Customer Service	General Management	Government Assets	Procurement	Program Auditors	Program Management and Support	Project Management	Research and Data	Risk and Claims	Statewide Procurement	Storekeeping and Warehouse	Graphic Design and Production	Public Relations
20						9											
19						14											
18						15											
17	4					6					5			6		5	
16			1			1					4		5				4
15								6		6	3	4	5		5	4	3
14									5	5	2		4		4		
13								5	4	4			3		3		
12	3				6				3				3		2		3
11	2							4	2	3	1				4		2
10																	
9					6	5		3	1				2				2
8	1				5	4		2		2			1		1		1
7																	
6							4						1				
5					4	3		3		1					3		
4					3	2		1							2		
3					2			2									
2					1	1		1									
1															1		

General Pay Plan Allocations

Grade	Corrections				Cultural and Natural Resources				Direct Health Services								
	Correctional Case Management	Correctional Programs	Correctional Security	Parole	Historical Resources	Library	Museum	Park Operations	Barbery and Cosmetology	Behavioral Health	Dental	Dietary	Health Surveyor	Interpretation	Nutritionist	Occupational Therapy	Patient Records
20																	
19									8								
18									7								
17			7						6								
16				8					5								
15				7	7										3	1	
14			6			6											
13					6	5						2					
12		7		6						2	2				2		
11			5		5	4	2								1		
10		6	4	5		3					1						
9	3							7					1				2
8		5	3		4	2		6						2			
7	2	4	2	4			1										
6	1		1		3	1		5	4								1
5		3		3				4		1							
4		2		2	2			3	1	3				1			
3		1															
2				1	1			2		2							
1								1		1							

General Pay Plan Allocations

Grade	Direct Health Services						Domestic Services				Economic Development	Education and Training				
	Physical Therapy	Radiology	Recreation Therapy	Speech Therapy	Substance Use Counseling	Support Care	Custodial	Food Services	Laundry	Support Care	Economic Development	Academic Teaching and Counseling	Education Program Management and Support	Public Broadcasting and Multimedia	Public Education	Training & Development
20																
19											5					
18																
17	4										4					
16	3											5		7		
15					4						3		7		5	
14				2								4		6		
13		3	5								2			5		4
12												3		5		3
11		2									1		6			
10	2		4									7	2	5	6	
9		1			3							2				
8			3	1	2	5	3						1		3	
7			2					4								2
6						4									4	
5			1				2	3	3							1
4						3									3	1
3	1							2	2	3					2	
2					1	2	1			2						
1						1		1	1	1		1			1	

General Pay Plan Allocations

Grade	Education and Training	Environmental and Scientific								Finance				Human Resources		
	Vocational Training	Chemistry	Dam and Spillway Control	Engineering	Environmental/ Natural Resources Program Management	Environmental/ Natural Resources Technical	Forestry	Geology	Accounting	Audit	Budget	Investment	Revenue Collection	Agency Human Resources	Retirement Benefits	Statewide HR
20												4				
19				6												6
18				5								3				
17		3		4	6			5	9	5	4			6		
16								4	8			2				5
15			3	3	5				7	4	3			5		
14				2	4		8		6	3		1			6	
13		2											7			4
12			2					3		2	2			4	5	
11	5		1	1	3		7		5				6			
10		1			2						1		5	3	4	3
9	4					3	6	2	4	1			4		3	
8	3				1		5		3					2	2	2
7							4	1	2							
6	2					2							3			
5							3		1				2	1	1	1
4	1						2						1			
3						1										
2							1									
1																

General Pay Plan Allocations

Grade	Legal				Property and Real Estate		Public Health Services				Public Safety					
	Attorney	Court Reporter	Hearings Officer	Legal Support	Property Appraisers	Real Estate	Environmental Public Health	Epidemiology	Public Health Lab	Public Health Programs	Dispatch	Emergency Management	Fire Marshal	Forensic Anthropology	Forensic Laboratory	Non-Sworn Security
20	4															
19	3															
18														3	7	
17									7							
16	2												4	2		
15												3				
14	1		4						3	5					6	
13				4		4	5		6							
12			3						2						5	
11				3	4	3	4	1	5	4		3			4	
10		1	2				3		4				2	1	3	
9										3	3	2			2	5
8			1	2	3				3	2						
7							2			1		1	1			
6					2	2			2		2					4
5				1			1		1						1	3
4					1	1										
3											1					2
2																1
1																

General Pay Plan Allocations

Grade	Public Safety			Regulatory and Compliance									Social Services			
	Public Safety Support	Shooting Range	Sworn Law Enforcement	Bank Examination Program	Health Inspections Security	Inspections	Insurance, Financial, and Market Examination	Investigations	Regulated Industries, Businesses, Persons, Etc.	Safety Inspection	Utility Engineering	Utility Regulatory Compliance and Rate Audit	Benefits and Eligibility	Chaplain	Social Services	Social Services Program
20																
19				5				3								
18				4								10				
17							5	2	7							
16			10			7			6	2		9				
15	9		9	3			4	5								
14	8		8			6			5			8		6		
13	7		7	2	4	5	3	4			4		3		8	
12	6	3	6		3							7	2	5		
11			3			4	2	3	1			3				7
10	5	2	5									2	6		4	6
9			2		2	3			4		1				3	5
8	4		4	1			1	2	3			5		2		4
7		1	1		1	2										
6	3										1	4	1	1		3
5						1										
4	2							1		2		3				
3	1											2				
2									1			1				2
1																1

General Pay Plan Allocations

Grade	Social Services		Trades and Maintenance					Transportation and Engineering								
	Vocational Rehabilitation	Youth Services	Aircraft Operations	Construction Administration	Facilities and Maintenance	Heavy Equipment Operations	Specialty Trades and Construction	Aircraft Operations	Architecture	Bridge Inspection	Engineering	Engineering Management	Engineering Technical	Surveying	Transportation Infrastructure Maintenance	Transportation Planning
20																
19												3				
18				5				3				2				
17				4				2				1				
16				3							4					
15			2						1	4	3			4		
14								1		3						
13		6					4				2			3		
12	7			2		4				2				2		
11		5	1		6		3			1	1				6	
10	6					3							6	1	5	3
9	5			1	5		2						5			
8		4											4			2
7	4	3			4	2							3		4	
6	3						1								3	1
5					3	1							2			
4		2													2	
3	2	1			2								1			
2	1															1
1					1											

Information Technology Pay Plan Allocations

Information Technology Pay Plan												
Grade	Applications Development and Support	Computer Operations	Data Management	End User Support	Geographic Information Systems	Information Technology Architecture	Information Technology Management	Information Technology Project Management	Information Technology Systems	Network and Communication	Quality Assurance	Security and Compliance
12							4					
11							3					5
10			5				2	4				4
9	5		4			3		3	5	5		
8	4		3		4					4	4	3
7	3		2			2		2	4	3		
6	2	3		5	3				3	2	3	2
5				4			1		2			
4					2	1		1			2	1
3	1	2	1	3	1				1	1	1	
2		1		2								
1				1								

Medical Pay Plan Allocations

Grade	Medical Pay Plan							
	Advance Practice Providers	Dental	Nurse Case Management	Nursing	Pharmacy	Physician	Psychiatry	Medical Examiner
11						3	3	2
10						2	2	1
9					5			
8		3			4			
7			4	7	3		1	
6	2			6	2	1		
5	1		3	5				
4			2	4				
3			1	3				
2				2				
1				1				

Agency Head Pay Plan Allocations

Tier III

AGENCYNAME
BANKING & CONSUMER FINANCE DEPARTMENT
DHS-MS DEPT OF CHILD PROTECTION SERVICES
DHS-SUPPORT SERVICES
DPS-DIVISION OF SUPPORT SERVICES
EDUCATION - CONSOLIDATED PROGRAM
EDUCATIONAL TELEVISION AUTHORITY
HEALTH BOARD
INFORMATION TECH SERVICES
MDA-MISSISSIPPI DEVELOPMENT AUTHORITY
MEDICAID DIVISION
MEDICAL LICENSURE BOARD
MH-CENTRAL OFFICE
PHARMACY BOARD
PUBLIC EMPLOYEES RETIREMENT SYSTEM
TRANSPORTATION

Agency Head Pay Plan Allocations

Tier II

AGENCYNAME
ARCHIVES-ARCHIVES & HISTORY
CORR-CENTRAL OFFICE
DEPARTMENT OF REVENUE
DFA-FINANCE AND ADMINISTRATION
DRS-SUPPORT SERVICES
DWFP-WILDLIFE AND FISHERIES
EMERGENCY MANAGEMENT AGENCY
EMPLOYMENT SECURITY
ENVIRONMENTAL QUALITY
FORESTRY COMMISSION
JUDICIAL PERFORMANCE COMMISSION
MARINE RESOURCES
MD-NATIONAL GUARD
MISSISSIPPI VETERANS AFFAIRS
PERSONNEL BOARD – STATE
PUBLIC UTILITIES STAFF

Agency Head Pay Plan Allocations

Tier I

AGENCYNAME
AGRICULTURE & COMMERCE DEPARTMENT
ANIMAL HEALTH BOARD
ARCHITECTURE AND LANDSCAPE BOARD
ARTS COMMISSION
ATTORNEY GENERAL
BARBER EXAMINERS BOARD
BOARD OF PHYSICAL THERAPY
BOARD OF TAX APPEALS
COSMETOLOGY BOARD
DENTAL EXAMINERS BOARD
FUNERAL SERVICES BOARD
GAMING COMMISSION
GRAND GULF MILITARY MONUMENT COMM.

AGENCYNAME
INSURANCE DEPARTMENT
LIBRARY COMMISSION
MOTOR VEHICLE COMMISSION
NURSING BOARD
NURSING HOME ADMINISTRATORS BOARD
OFFICE OF STATE AUDITOR
OIL & GAS BOARD
PAT HARRISON WATERWAY DISTRICT
PEARL RIVER VALLEY WATER SUPPLY DISTRICT
PROFESSIONAL ENGINEERS & LAND SURVEYORS
PUBLIC ACCOUNTANCY BOARD
PUBLIC CONTRACTORS BOARD
PUBLIC SERVICE COMMISSION

AGENCYNAME
REAL ESTATE COMMISSION
REGISTERED PROFESSIONAL GEOLOGISTS
SECRETARY OF STATE
SOCIAL WRKRS/MARRIAGE/FAM THERAPISTS
SOIL & WATER CONSERVATION COMMISSION
STATE AID ROAD CONSTRUCTION DIVISION
STATE BOARD OF PSYCHOLOGY
STATE FIRE ACADEMY
TOMBIGBEE RIVER VALLEY WATER MANAGEMENT
TREASURY – STATE
VETERANS' HOME PURCHASE BOARD
WORKERS' COMPENSATION COMMISSION

Initial Implementation Cost Projections

- MSPB staff reviewed over 23,000 PDQs which were sent to agencies for review.
- We received responses from agencies that cover nearly 18,000 of the employees we reviewed.
- MSPB staff reviewed every disagreement individually, and recommendations were updated if needed.

Initial Implementation Cost Projections

- As noted, these projections are preliminary and will change.
- MSPB staff will work continue reviewing agency responses and reach out to those who did not respond.
- MSPB staff will also continue to search for better salary data for select families, meet with agencies regarding role allocation disagreements, and work with agencies on new hires and promotions.

Initial Implementation Cost Projections

- 616 job classifications
- 7,251 employees are below the minimum for their pay grade.
- 19,293 employees are below the market for their pay grade.

Cost to Bring all Employees to Minimum

Projected total need with fringe: \$53,515,731

General Funds 43.58% \$23,321,569

Federal/Other Funds 56.42% \$30,194,162

Cost to Bring all Employees to Market

Projected total need with fringe: \$229,164,519

General Funds 43.08% \$98,720,433

Federal/Other Funds 56.92% \$130,444,086

Recommendation

Approval of compensation pay grade schedules and allocations of classifications to recommended pay grades effective January 1, 2022 through June 30, 2022.



MISSISSIPPI
STATE PERSONNEL BOARD