



PROJECT OVERVIEW

A State Employee Classification & Compensation Initiative

WHY DID MSPB LAUNCH THIS PROJECT?

Over the last 40 years, the classification and compensation system became outdated and disjointed. After research and review, the MSPB and staff determined it was time to modernize the system to give more **accountability** and to be more **functional** and **transparent** for the Legislature, agencies, and state employees.

THE OLD SYSTEM:

Too many classifications

The old plan included nearly 1,900 classifications with many agency-specific and generic classifications.

Misclassified employees

Many employees were in generic job classes that did not accurately reflect their job duties.

Distorted pay ranges

Ranges were intended to be implemented in a step pay system, which Mississippi does not have.

Classification process used as the de facto compensation plan

Employees were classified based on desired salary, not job duties.

THE NEW SYSTEM:

Classifications based on occupational groups and job families

641 streamlined job classifications now reflect job duties, so there is no need for generic classifications.

Properly classified employees

In collaboration with state agencies, MSPB evaluated every employee's position description questionnaire and classified them based on actual job duties.

Competitive and equitable compensation

With accurately classified employees, agencies can ensure employees performing similar duties are paid equitably, and MSPB can ensure pay ranges are competitive with the external labor market.

Opportunities for career path progression

With new market-based pay plans, employees have a more accurate view of potential career paths.

WHO WAS INVOLVED?

In May 2020, MSPB issued an RFP and procured a contract with Kenning Consulting to provide services for the overhaul of the state's classification and compensation plan.

In addition, a **project steering committee** provides project oversight. The steering committee includes representatives from the Public Employees' Retirement System, Division of Medicaid, Department of Finance and Administration, Legislative Budget Office, Department of Mental Health, Secretary of State's Office, Department of Education, and the Mississippi State Personnel Board.

Project SEC² Compensation Philosophy:

It is the intention of the State of Mississippi to compensate its employees at a level sufficient to maintain market competitiveness necessary to recruit and retain a competent workforce as well as encourage excellence of performance.

In establishing salaries for state employees, MSPB helps ensure that our rates are competitive with rates in the external labor market, consistent with legislative direction, and equitable within each agency and across all state agencies under MSPB purview.