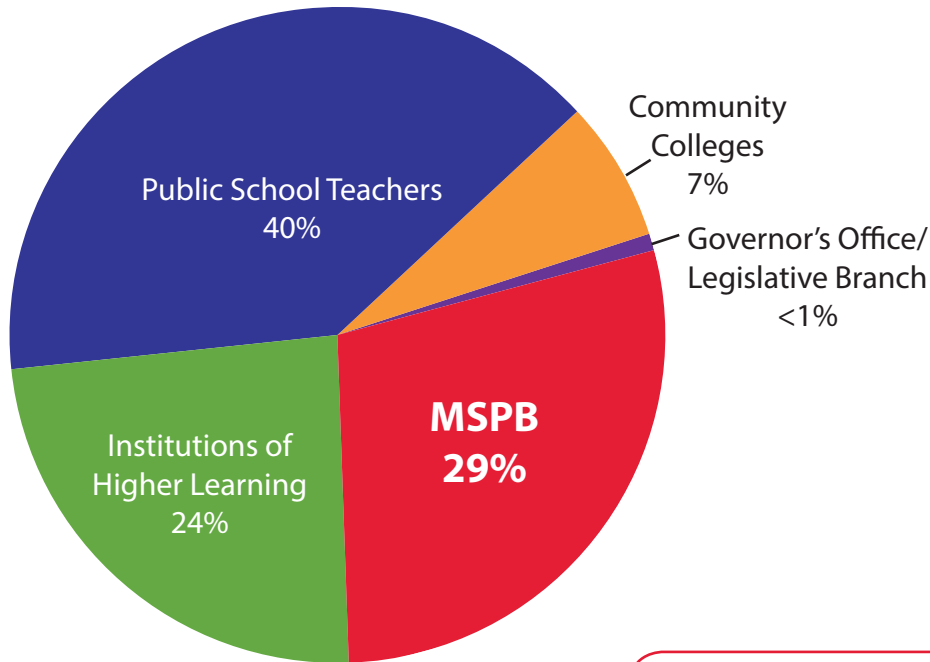




**WHO WE SERVE**



**OUR STATE WORKFORCE:**

85,888 Full Time Employees

**MSPB: 24,816**

(71 Master Agencies)

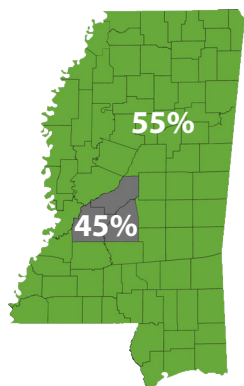
Teachers: 34,226

Legislative: 343

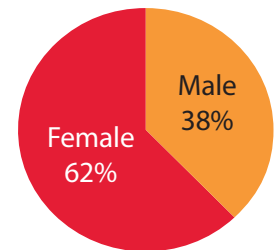
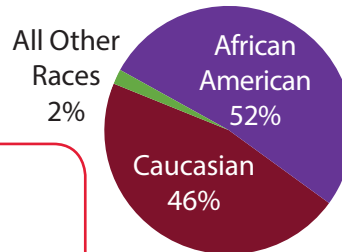
Community Colleges: 5,956

IHL: 20,547

**MSPB is committed to**  
**ENSURING A QUALITY WORKFORCE.**

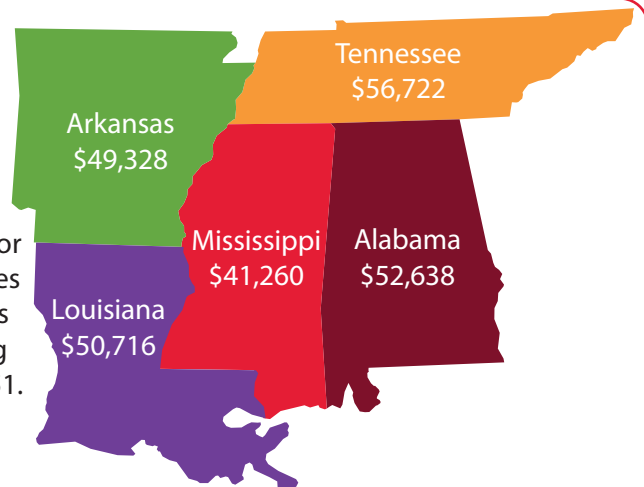


**15 state agencies** have a majority of their workforce employed outside Metro Jackson.



**AVERAGE SALARY**  
**\$41,260**

The average annual salary for state employees in Mississippi's four adjoining states is \$52,351.





A State Employee Classification & Compensation Initiative

# OVERVIEW OF THE NEW CLASSIFICATION & COMPENSATION SYSTEM

Project SEC<sup>2</sup> is the **first major review and update** of Mississippi's classification and compensation system **since 1981.**

Project SEC<sup>2</sup> will be implemented on **January 1, 2022.**



## 23,000+

Position Description Questionnaires were submitted by employees and reviewed by MSPB.



## 294

state employees from 46 agencies served as subject matter experts and assisted with validating role summaries.



## 8

state agencies' representatives serve on the project steering committee.

The new classification system includes:

## 21

Occupational Groups

## 136

Job Families

## 641

Job Classifications

(Streamlined 1,900 classifications from the old system)

In establishing salaries for state employees, MSPB will ensure that our rates are **competitive, consistent, and equitable.**

In the new system, each job classification is assigned to a **pay grade.**

The new compensation system is comprised of the following **market-based pay plans:**

- Mississippi General
- Medical Services
- Information Technology
- Executive

Minimum

Market

Maximum



## 7,251

employees are below the **minimum** salary for their pay grade.

Cost to bring all employees to **minimum** (with fringe):  
**\$53,515,731**

## 19,293

employees are below the **market** salary for their pay grade.

Cost to bring all employees to **market** (with fringe):  
**\$229,164,519**

Data as of 8/31/21. Cost projections will fluctuate due to daily change in employee status (hires, resignations, promotions, etc.).