WHO WE SERVE

- Public School Teachers: 40%
- Institutions of Higher Learning: 24%
- Community Colleges: 7%
- Governor’s Office/Legislative Branch: <1%

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

AVERAGE SALARY

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
  - Data as of June 30, 2021

- Average Age: 45.7
- Average Years of Service: 9.5

15 adjoining states:
- Average annual salary is $52,351.
  - Mississippi: $41,260
  - Louisiana: $50,716
  - Arkansas: $49,328
  - Tennessee: $56,722
  - Alabama: $52,638
**Overview of the New Classification & Compensation System**

Project SEC² is the first major review and update of Mississippi’s classification and compensation system since 1981.

Project SEC² 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)

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

- Mississippi General Medical Services
- Information Technology
- Executive

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.

<table>
<thead>
<tr>
<th>Minimum</th>
<th>Market</th>
<th>Maximum</th>
</tr>
</thead>
<tbody>
<tr>
<td>$53,515,731</td>
<td>$229,164,519</td>
<td></td>
</tr>
</tbody>
</table>

**7,251** employees are below the minimum salary for their pay grade.

**19,293** employees are below the market salary for their pay grade.

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