PAY PLANS

All job families will be placed in one of the following pay plans:

- **Mississippi General**
  - The majority of job families fall within this pay plan.
- **Medical Services**
  - This plan offers flexibility for medical job families.
- **Information Technology**
  - This plan compensates employees in the IT occupational group.
- **Executive**
  - This plan compensates agency heads* and sets standards for high level employees.

*For agency head and executive level classifications, a tiered process is used, and agency head salaries are capped at the market rate for their individual classification. Agencies are assigned to Tier I, II, or III based on their market salary, size, and scope of responsibility.

GRADES

Each pay plan is comprised of grades, and each job classification is assigned to a grade within each pay plan.

What is a grade?
A grade is a pay scale or level. Each grade has a minimum salary, market rate, and a maximum salary. Higher grade levels have higher salaries.

ZONES

There are four zones within each grade that provide guidance for agencies in making salary decisions.

**Entry Level** ➔ **Seasoned Professional**

**Zone 1**
- Up to 10% above minimum
- Meets minimum qualifications with little or no prior related experience

**Zone 2**
- Up to market
- Has minimal prior closely related experience

**Zone 3**
- Up to 10% above market
- Has previous closely related experience and a demonstrated ability to perform assigned duties

**Zone 4**
- More than 10% above market (no more than maximum)
- Has exemplary performance, a deep knowledge of the position, and/or scarce skills or certifications that are highly valued in the market

Salary decisions in Zones 1 and 2 are made at the agency level. Salary decisions in Zone 3 require State Personnel Director or designee approval prior to processing. Salary decisions in Zone 4 require MSPB approval with the exceptions noted in policy or salary scales in statute.