

PAY PLANS, GRADES, AND ZONES

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?

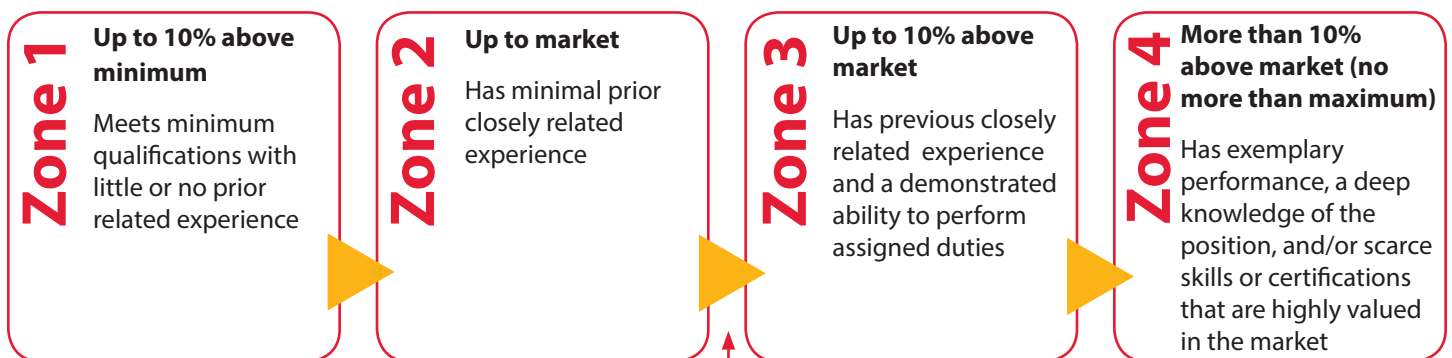
A grade is a **pay scale or level**. Each grade has a minimum salary, market rate, and a maximum salary. Higher grade levels have higher salaries.



ZONES

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

Entry Level → Seasoned Professional



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.