

PROJECT TIMELINE

FALL 2019

The project is initiated. MSPB makes the decision to begin the process of overhauling the state's variable compensation plan.



MAY 2020

MSPB procures a contract with Kenning Consulting to provide services for the review, modification, and implementation of the state's variable compensation plan.



JUNE 2020 – SEPT. 2020

MSPB staff reviews over 2,200 current job descriptions and creates approximately 700 role summaries. These role summaries are the foundation for the new classification plan.



DEC. 2020 – JAN. 2021

MSPB conducts meetings with subject matter experts in different fields across state government to validate the prepared role summaries.



MARCH 2021

All state employees complete Position Description Questionnaires to ensure they are in the appropriate job classifications.



PROJECT TIMELINE CONTINUED

APRIL 2021 – JUNE 2021

MSPB staff reads each PDQ submission and classifies each employee in the new system.



JULY 2021 – AUGUST 2021

MSPB establishes market-based, data-driven salary recommendations. The pay increases referenced in each agency's appropriations bill are based on these recommendations.



SEPTEMBER 2021

The Mississippi State Personnel Board approves the pay grades, classification assignments, and preliminary implementation projections.



WINTER 2021

MSPB staff finalizes the variable compensation plan and presents to the Board for final policy approval.



JANUARY 1, 2022

The project is implemented.