

**Mississippi Management and Reporting System  
Steering Committee Minutes**

**May 12, 1997**

**Sillers Building - 9th Floor Conference Room**

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A called meeting of the Mississippi Management and Reporting System (MMRS) Steering Committee was held at 10:00 a.m. in the 9th Floor Conference Room of the Department of Finance and Administration, Silers Building, Jackson, Mississippi, on Monday, May 12, 1997.

The following members were present:

Edward L. Ranck, Chairman and Executive Director, Department of Finance and Administration

J. K. Stringer, Vice-Chairman and Executive Director, State Personnel Board

David L. Litchliter, Executive Director, Department of Information Technology Services

Also present were:

Cille Litchfield, MMRS Administrator

Cliff Davidson, MMRS Technical Director / SPAHRS Project Manager

James Steel, Office of the Attorney General

A quorum being present, the meeting of the Mississippi Management and Reporting System (MMRS) Steering Committee was called to order by Dr. Ranck. Dr. Ranck directed the Committee to agenda item 1 to approve the minutes from the April 30, 1997, MMRS Steering Committee meeting. On a motion by Mr. Stringer, seconded by Mr. Litchliter, the minutes were approved as presented.

Dr. Ranck presented agenda item 2: Software AG - SPAHRS. Mr. Stringer called for a motion to enter Closed Session to discuss whether or not there was a need to go into Executive Session. On a motion made by Mr. Litchliter, seconded by Mr. Stringer, the Committee voted to go into Closed Session.

Mr. Stringer stated that the Committee was now in Closed Session, stated that legal matters were a valid reason for the Committee to enter Executive Session, and asked for a motion to enter Executive Session to discuss contractual matters concerning Software AG. On a motion made by Mr. Litchliter, seconded by Mr. Stringer, the Committee voted to go into Executive Session.

At 11:00 a.m., the MMRS Steering Committee concluded their Executive Session. Mr. Stringer moved that the Executive Session be adjourned and the meeting returned to Open Session. Mr. Litchliter seconded the motion, the Executive Session adjourned, and the MMRS Steering Committee returned to Open Session.

Dr. Ranck presented agenda item 3: Revisions to Variable Compensation Plan (VCP) "Step Chart" and potential SPAHRS impact. Mr. Stringer presented the problem in terms of the \$300 plus 1%

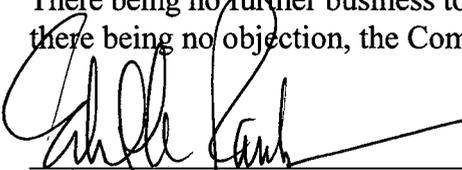
"across the board pay raise" approved by the Legislature during the 1997 Session. The present VCP step chart no longer has a mathematical basis which make it impossible to accurately calculate "across the board raises" whether a flat rate or in terms of percentages. SPB now pays makes the pay adjustment at the step which will minimally meet the mandate. The pay raise approved in the 1997 Session resulted in approximately \$1.5 million being appropriated over and above the approved pay increase since the existing VCP step chart will not support this in any other manner.

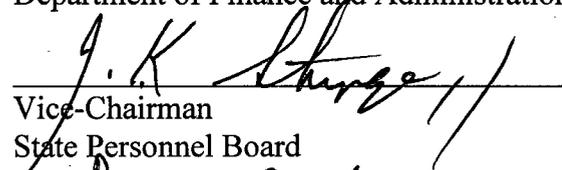
The Committee concurred that this is a matter of great importance which must be prioritized accordingly. Mr. Stringer stated this change must be in place for July 1, 1998 (FY1999 start date). Ms. Litchfield stated this may not be possible given existing budget and contractual restraints. Ms. Litchfield also noted that SPAHRS payroll implementation is now constrained by the legislative mandate to implement a state-wide semi-monthly payroll beginning in January 1999, something which cannot be accomplished if the state-wide SPAHRS payroll implementation is not complete.

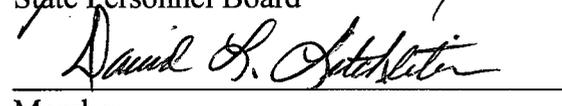
Dr. Ranck stated that while the most efficient transitional system may not result in the most efficient computational system, the entire impact of the issue must be carefully studied.

The Committee instructed Ms. Litchfield and Mr. Davidson to analyze this request in detail and provide an estimated cost and SPAHRS schedule impact statement concerning this matter as soon as possible.

There being no further business to come before the Committee, Dr. Ranck moved to adjourn, and, there being no objection, the Committee adjourned.

  
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Chairman, MMRS Steering Committee  
Department of Finance and Administration

  
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Vice-Chairman  
State Personnel Board

  
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Member  
Department of Information Technology Services