DELBERT HOSEMANN
Secretary of State

ECONOMIC IMPACT STATEMENT

An Economic Impact Statement is required for this proposed rule by Section 25-43-3.105 of the Administrative Procedures Act. An Economic Impact Statement must be attached to this Form and address the factors below. A PDF document containing this executed Form and the Economic Impact Statement must be filed with any proposed rule, if required by the aforementioned statute.

AGENCY NAME	CONTACT PERSON		TELEPHONE NUMBER
Mississippi State Port Authority at Gulfport	Matthew Wypyski		228-865-4300
ADDRESS	CITY	STATE	ZIP
P.O. Box 40	Gulfport	MS	39502
EMAIL	DESCRIPTIVE TITLE OF PROPOSED RULE		
mwypyski@shipmspa.com	Part 305 – Personnel Guidelines, Policies and Procedures		

Specific Legal Authority Authorizing the promulgation of Rule:	Reference to Rules repealed, amended or suspended by the Proposed Rule:
Miss. Code Ann. 59-5-1, et seq.	Part 305 – Personnel Guidelines, Policies and Procedures

SIGNATURE	TITLE
M.S.W.	Interim Executive Director
DATE	PROPOSED EFFECTIVE DATE OF RULE
4-11-2013	June 6, 2013

1. Describe the need for the proposed action: This proposed rule is necessary to bring the MSPA Personnel Guidelines, Policies and Procedures up to date with current practice at the MSPA. Furthermore, this proposed rule is submitted to the Mississippi Secretary of State for eventual publication in the Administrative Code.
2. Describe the benefits which will likely accrue as the result of the proposed action: The benefits that will result from this regulation will benefit the MSPA directors, officers and employees in charge of implementing and overseeing these rules. This proposed rule will further benefit all MSPA directors, officers and employees by educating all as to the current practice with respect to MSPA personnel.
3. Describe the effect the proposed action will have on the public health, safety, and welfare: The Revised The proposed action will marginally impact the public health, safety and welfare. The MSPA Personnel Guidelines, Policies and Procedures will serve to primarily educate MSPA directors, officers, and employees as to current personnel policies of the MSPA. Some practices contained herein do require that the public be familiar with such personnel guidelines. All rules contained herein requiring public participation and/or awareness are designed to promote health, safety and/or welfare.
4. Estimate the cost to the agency and to any other state or local government entities, of implementing and enforcing the proposed action, including the estimated amount of paperwork, and any anticipated effect on state or local revenues: Minimal.
5. Estimate the cost or economic benefit to all persons directly affected by the proposed action: Minimal.
6. Provide an analysis of the impact of the proposed rule on small business:
   a. Identify and estimate the number of small businesses subject to the proposed regulation: None.
   b. Provide the projected reporting, recordkeeping, and other administrative costs required for compliance with the proposed regulation, including the type of professional skills necessary for preparation of the report or record: Minimal.

c. State the probable effect on impacted small businesses: None. The MSPA Personnel Guidelines, Policies and Procedures is not intended to impose any burden or cost on small businesses.

d. Describe any less intrusive or less costly alternative methods of achieving the purpose of the proposed regulation including the following regulatory flexibility analysis: There are no less costly alternative methods of achieving the purpose of the proposed regulation.

   i. The establishment of less stringent compliance or reporting requirements for small businesses;
   ii. The establishment of less stringent schedules or deadlines for compliance or reporting requirements for small businesses;
   iii. The consolidation or simplification of compliance or reporting requirements for small businesses;
   iv. The establishment of performance standards for small businesses to replace design or operational standards required in the proposed regulation; and
   v. The exemption of some or all small businesses from all or any part of the requirements contained in the proposed regulations:

7. Compare the costs and benefits of the proposed rule to the probable costs and benefits of not adopting the proposed rule or significantly amending an existing rule: The proposed costs of adopting the rule are minimally more than that compared to not adopting the rule or significantly amending an existing rule. The proposed benefits of adopting the rule are minimally more than that compared to not adopting the rule or significantly amending the existing rule.
8. Determine whether less costly methods or less intrusive methods exist for achieving the purpose of the proposed rule where reasonable alternative methods exist which are not precluded by law: None.
9. Describe reasonable alternative methods, where applicable, for achieving the purpose of the proposed action which were considered by the agency: None.
10. State reasons for rejecting alternative methods that were described in #9 above: None.
11. Provide a detailed statement of the data and methodology used in making estimates required by this subsection: The data and methodology used in making the estimates required by this form was information obtained from designated Port directors and employees familiar with the designated personnel practices of the MSPA.