

By: Representative Fleming

To: Appropriations

## HOUSE BILL NO. 273

1 AN ACT TO AMEND SECTION 25-3-40, MISSISSIPPI CODE OF 1972, TO  
2 PROVIDE THAT THE MISSISSIPPI COMPENSATION PLAN SHALL PROVIDE  
3 SALARY INCREASES IN AMOUNTS ABOVE THE NATIONAL POVERTY GUIDELINES  
4 AS ESTABLISHED BY THE UNITED STATES DEPARTMENT OF HEALTH AND HUMAN  
5 SERVICES; TO CLARIFY THAT THE INTENT OF THE LEGISLATURE IS TO  
6 MAXIMIZE THE ANNUAL SALARIES OF ALL STATE EMPLOYEES ABOVE THE  
7 NATIONAL POVERTY GUIDELINES ESTABLISHED BY THE UNITED STATES  
8 DEPARTMENT OF HEALTH AND HUMAN SERVICES; AND FOR RELATED PURPOSES.

9 BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF MISSISSIPPI:

10 **SECTION 1.** Section 25-3-40, Mississippi Code of 1972, is  
11 amended as follows:

12 25-3-40. \* \* \* Each year \* \* \* the Mississippi Compensation  
13 Plan shall be amended to provide salary increases in such amounts  
14 and percentages above the national poverty guidelines established  
15 by the United States Department of Health and Human Services as  
16 might be recommended by the Legislative Budget Office and as may  
17 be authorized by funds appropriated by the Legislature for the  
18 purpose of granting incentive salary increases as deemed possible  
19 dependent upon the availability of general and special funds.

20 It is hereby declared to be the intent of the Mississippi  
21 Legislature to implement the minimum wage as enacted by statutory  
22 law of the United States Congress subject to funds being available  
23 for that purpose. It is also the intent and purpose of this  
24 section to maximize annual salary increases of all state employees  
25 above the national poverty guidelines established by the United  
26 States Department of Health and Human Services and consistent with  
27 the availability of funds as might be determined by the  
28 Mississippi Legislature at its regular annual session and to  
29 provide that all salary increases shall be consistent with the  
30 provisions of this section.

31           **SECTION 2.** This act shall take effect and be in force from  
32 and after July 1, 2007.