

By: Representative Holland

To: Public Health and Human  
Services; AppropriationsCOMMITTEE SUBSTITUTE  
FOR  
HOUSE BILL NO. 1318

1 AN ACT TO PROVIDE FOR REALIGNMENT OF THE STARTING SALARIES OF  
2 SOCIAL WORKERS EMPLOYED BY THE STATE OF MISSISSIPPI IN ORDER TO  
3 BRING THEIR SALARIES CLOSER TO THE MEDIAN SALARIES FOR THE SOUTH  
4 REGION; TO DIRECT THE APPROPRIATION OF FUNDS NECESSARY TO PROVIDE  
5 FOR THOSE SALARY REALIGNMENTS; AND FOR RELATED PURPOSES.

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

7 **SECTION 1.** (1) The purpose for realigning the salaries of  
8 social workers that are employed by the State of Mississippi is to  
9 offer salaries that are in alignment with the regional salaries  
10 for social workers in order to attract qualified social workers  
11 for the State of Mississippi. In order to receive a salary  
12 realignment, the social workers must be appropriately licensed.

13 (2) Based on a national study of licensed social workers  
14 conducted by the National Association of Social Workers (NASW),  
15 Center for Workforce Studies, the South Region has the lowest  
16 salaries for social workers. The survey found that the median  
17 salary for licensed bachelor level social workers is Thirty-three  
18 Thousand Six Hundred Twenty-eight Dollars (\$33,628.00); licensed  
19 master social workers is Forty-six Thousand Eight Hundred  
20 Forty-five Dollars (\$46,845.00); and licensed Ph.D social workers  
21 is Fifty-eight Thousand Three Hundred Ninety Dollars (\$58,390.00).  
22 Therefore, in order to bring the salaries of social workers  
23 employed by the State of Mississippi to levels that are closer to  
24 the median salaries for this region, the Variable Compensation  
25 Plan shall be adjusted to ensure that, beginning on July 1, 2007:

26 (a) The annual starting salary of each individual  
27 employed by the State of Mississippi who possesses a social work

28 license at the bachelor's level and is a licensed social worker  
29 shall be no less than Twenty-eight Thousand Dollars (\$28,000.00).

30 (b) The annual starting salary of each individual  
31 employed by the State of Mississippi who possesses a social work  
32 license at the master's level and is a licensed master social  
33 worker or licensed certified social worker shall be no less than  
34 Thirty-eight Thousand Dollars (\$38,000.00).

35 (3) The Legislature shall appropriate the funds necessary to  
36 provide for the salary realignments provided for in this act.

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