

By: Representatives Karriem, Dortch, Bell  
(65th)

To: Workforce Development;  
Judiciary A

HOUSE BILL NO. 1260

1 AN ACT TO CREATE THE "MISSISSIPPI MINIMUM WAGE LAW"; TO  
2 ESTABLISH THE STATE MINIMUM WAGE AT \$10.10 PER HOUR; TO PROVIDE  
3 THAT EMPLOYERS WITH TIPPED EMPLOYEES ARE EXEMPT FROM THE  
4 REQUIREMENT TO PAY THE STATE MINIMUM WAGE; TO ESTABLISH GUIDELINES  
5 FOR EMPLOYEES ENTITLED TO OVERTIME PAY; TO BRING FORWARD SECTIONS  
6 7-7-204, 17-1-51, 23-15-239, 25-3-40, 37-7-307, 57-34-5, 85-3-4,  
7 97-3-54.4 AND 99-19-20, MISSISSIPPI CODE OF 1972, FOR PURPOSES OF  
8 POSSIBLE AMENDMENT; AND FOR RELATED PURPOSES.

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

10 **SECTION 1.** This act shall be known and may be cited as the  
11 "Mississippi Minimum Wage Act."

12 **SECTION 2.** (1) As used in this section, the following words  
13 and phrases shall have the following meanings, unless the context  
14 clearly requires otherwise:

15 (a) "Tipped employee" means any employee engaged in an  
16 occupation in which the employee customarily and regularly  
17 receives more than Thirty Dollars (\$30.00) a month in tips.

18 (b) "Manual laborers" and "blue collar" workers mean  
19 workers who perform work involving repetitive operations with  
20 their hands, physical skill and energy. They gain the skills and



21 knowledge required for performance of their routine manual and  
22 physical work through apprenticeships and on-the-job training.

23 (2) Every employer shall pay each of his or her employees  
24 wages at the rate of not less than Ten Dollars Ten Cents (\$10.10)  
25 per hour, except as otherwise provided in this section.

26 (3) Every employer shall pay each of his or her tipped  
27 employees wages at the rate of not less than Three Dollars  
28 Sixty-two cents (\$3.62) per hour.

29 (4) The overtime pay standard requires that overtime must be  
30 compensated at a rate not less than one and one-half (1-1/2) times  
31 the regular rate at which the employee is actually employed. The  
32 regular rate of pay at which the employee is employed may in no  
33 event be less than the statutory minimum wage rate established in  
34 this section. All employees who receive Four Hundred Fifty-five  
35 Dollars (\$455.00) or less per week, or equivalent amounts for  
36 periods of pay longer than one (1) week, shall be entitled to  
37 receive overtime pay. Additionally, the following people shall  
38 not be exempt from receiving overtime pay, regardless of their  
39 salary:

40 (a) Manual laborers or other blue collar workers;

41 (b) Police officers, detectives, deputy sheriffs, state  
42 troopers, highway patrol officers, investigators, inspectors,  
43 correctional officers, parole or probation officers, park rangers,  
44 fire fighters, paramedics, emergency medical technicians,  
45 ambulance personnel, rescue workers, hazardous materials workers



46 and similar employees who perform work such as preventing,  
47 controlling or extinguishing fires of any type; rescuing fire,  
48 crime or accident victims; preventing or detecting crimes;  
49 conducting investigations or inspections for violations of law;  
50 performing surveillance; pursuing, restraining and apprehending  
51 suspects; detaining or supervising suspected and convicted  
52 criminals, including those on probation or parole; interviewing  
53 witnesses; interrogating and fingerprinting suspects; preparing  
54 investigative reports; or other similar work;

55 (c) Any employee whose primary duty is not management  
56 of the entity in which the employee is employed;

57 (d) Any employee whose primary duty is not the  
58 performance of work directly related to the management or general  
59 business operations of the employer or the employer's customers;  
60 and

61 (e) Any employee whose primary duty is not the  
62 performance of work requiring knowledge of an advanced type in a  
63 field of science or learning customarily acquired by a prolonged  
64 course of specialized intellectual instruction or the performance  
65 of work requiring invention, imagination, originality or talent in  
66 a recognized field of artistic or creative endeavor.

67 (5) Employers and employees who are not specifically  
68 mentioned in this section shall fall under the purview of the Fair  
69 Labor Standards Act.



70           **SECTION 3.** Section 7-7-204, Mississippi Code of 1972, is  
71 brought forward as follows:

72           7-7-204. (1) Within the limits of the funds available to  
73 the Office of the State Auditor for such purpose, the State  
74 Auditor may grant a paid internship to students pursuing junior or  
75 senior undergraduate-level year coursework toward a bachelor's  
76 degree in accounting or graduate-level coursework toward a  
77 master's degree in accounting. Those applicants deemed qualified  
78 shall receive funds that may be used to pay for tuition, books and  
79 related fees to pursue their degree. It is the intent of the  
80 Legislature that the paid internship program (hereinafter referred  
81 to as the program) shall be used as an incentive for accounting  
82 students to develop job-related skills and to encourage accounting  
83 careers at the Office of the State Auditor.

84           (2) In order to be eligible for the program, an applicant  
85 must:

86                   (a) Attend any college or school approved and  
87 designated by the Office of the State Auditor.

88                   (b) Satisfy the following conditions:

89                           (i) Undergraduate stipulations: Applicants must  
90 have successfully obtained a minimum of fifty-eight (58) semester  
91 hours toward a bachelor of science degree in accounting from a  
92 Mississippi institution of higher learning.



93 Applicants must have achieved a minimum grade point average  
94 (GPA) on the previously obtained semester hours toward a bachelor  
95 of science degree in accounting of 3.0 on a 4.0 scale.

96 If accepted into the program, participants shall maintain a  
97 minimum cumulative GPA of 3.0 on a 4.0 scale in all coursework  
98 counted toward a bachelor of science degree in accounting.

99 (ii) Graduate stipulations: Applicants must have  
100 met the regular admission standards and have been accepted into  
101 the master of science accounting program at a Mississippi  
102 institution of higher learning.

103 If accepted into the program, participants shall maintain a  
104 minimum cumulative GPA of 3.0 on a 4.0 scale in all coursework  
105 counted toward a master of science degree in accounting.

106 (c) All program participants will be required to work a  
107 total of three hundred thirty-six (336) hours each summer at the  
108 Office of the State Auditor in Jackson, Mississippi.

109 (d) Agree to work as an auditor at the Office of the  
110 State Auditor upon graduation for a period of time equivalent to  
111 the period of time for which the applicant receives compensation,  
112 calculated to the nearest whole month, but in no event less than  
113 two (2) years.

114 (3) (a) Before being placed into the program, each  
115 applicant shall enter into a contract with the Office of the State  
116 Auditor, which shall be deemed a contract with the State of  
117 Mississippi, agreeing to the terms and conditions upon which the



118 internship shall be granted to him. The contract shall include  
119 such terms and provisions necessary to carry out the full purpose  
120 and intent of this section. The form of such contract shall be  
121 prepared and approved by the Attorney General of this state, and  
122 shall be signed by the State Auditor of the Office of the State  
123 Auditor and the participant.

124 (b) Upon entry into the program, participants will  
125 become employees of the Office of the State Auditor during their  
126 time in the program and shall be eligible for benefits such as  
127 medical insurance paid by the agency for the participant; however,  
128 in accordance with Section 25-11-105II(b), those participants  
129 shall not become members of the Public Employees' Retirement  
130 System while participating in the program. Participants shall not  
131 accrue personal or major medical leave while they are in the  
132 program.

133 (c) The Office of the State Auditor shall have the  
134 authority to cancel any contract made between it and any program  
135 participant upon such cause being deemed sufficient by the State  
136 Auditor.

137 (d) The Office of the State Auditor is vested with full  
138 and complete authority and power to sue in its own name any  
139 participant for any damages due the state on any such uncompleted  
140 contract, which suit shall be filed and handled by the Attorney  
141 General of the state. The Office of the State Auditor may  
142 contract with a collection agency or banking institution, subject



143 to approval by the Attorney General, for collection of any damages  
144 due the state from any participant. The State of Mississippi, the  
145 Office of the State Auditor and its employees are immune from any  
146 suit brought in law or equity for actions taken by the collection  
147 agency or banking institution incidental to or arising from their  
148 performance under the contract. The Office of the State Auditor,  
149 collection agency and banking institution may negotiate for the  
150 payment of a sum that is less than full payment in order to  
151 satisfy any damages the participant owes the state, subject to  
152 approval by the director of the sponsoring facility within the  
153 Office of the State Auditor.

154 (4) (a) Any recipient who is accepted into the program by  
155 the Mississippi Office of the State Auditor and who fails to  
156 complete undergraduate- or graduate-level coursework toward a  
157 degree in accounting, or withdraws from school at any time before  
158 completing his or her education, shall be liable to repay the  
159 Office of the State Auditor for all monies received during the  
160 time the recipient was in the program, at the rate of pay received  
161 by the employee while in the program, including benefits paid by  
162 the agency for the participant, and monies received for tuition,  
163 books and related fees used to pursue their degree with interest  
164 accruing at ten percent (10%) per annum from the date the  
165 recipient failed or withdrew from school. The recipient also will  
166 not be liable for repayment for any money earned during the



167 required summer hours. This money shall be considered earned by  
168 the recipient at the federal minimum wage rate.

169 (b) All paid internship compensation received by the  
170 recipient while in school shall be considered earned conditioned  
171 upon the fulfillment of the terms and obligations of the paid  
172 internship contract and this section. However, no recipient of  
173 the paid internship shall accrue personal or major medical leave  
174 while the recipient is pursuing junior or senior  
175 undergraduate-level year coursework toward a bachelor's degree in  
176 accounting or graduate-level coursework toward a master's degree  
177 in accounting. The recipient shall not be liable for liquidated  
178 damages.

179 (c) If the recipient does not work as an auditor at the  
180 Office of the State Auditor for the period required under  
181 subsection (2) (d) of this section, the recipient shall be liable  
182 for repayment on demand of the remaining portion of the  
183 compensation that the recipient was paid while in the program  
184 which has not been unconditionally earned, with interest accruing  
185 at ten percent (10%) per annum from the recipient's date of  
186 graduation or the date that the recipient last worked at the  
187 Office of the State Auditor, whichever is the later date. In  
188 addition, there shall be included in any contract for paid student  
189 internship a provision for liquidated damages equal to Five  
190 Thousand Dollars (\$5,000.00) which may be reduced on a pro rata  
191 basis for each year served under such contract.





192           **SECTION 4.** Section 17-1-51, Mississippi Code of 1972, is  
193 brought forward as follows:

194           17-1-51. (1) No county, board of supervisors of a county,  
195 municipality or governing authority of a municipality is  
196 authorized to establish a mandatory, minimum living wage rate,  
197 minimum number of vacation or sick days, whether paid or unpaid,  
198 that would regulate how a private employer pays its employees.  
199 Each county, board of supervisors of a county, municipality or  
200 governing authority of a municipality shall be prohibited from  
201 establishing a mandatory, minimum living wage rate, minimum number  
202 of vacation or sick days, whether paid or unpaid, that would  
203 regulate how a private employer pays its employees.

204           (2) The Legislature finds that the prohibitions of  
205 subsection (1) of this section are necessary to ensure an economic  
206 climate conducive to new business development and job growth in  
207 the State of Mississippi. We believe that inconsistent  
208 application of wage and benefit laws from city to city or county  
209 to county must be avoided. While not suggesting a state minimum  
210 wage or minimum benefit package, any debate and subsequent action  
211 on these matters should be assigned to the Mississippi Legislature  
212 as provided in Section 25-3-40, and not local counties or  
213 municipalities.

214           (3) The Legislature further finds that wages and employee  
215 benefits comprise the most significant expense of operating a  
216 business. It also recognizes that neither potential employees or



217 business patrons are likely to restrict themselves to employment  
218 opportunities or goods and services in any particular county or  
219 municipality. Consequently, local variations in legally required  
220 minimum wage rates or mandatory minimum number of vacation or sick  
221 leave days would threaten many businesses with a loss of employees  
222 to local governments which require a higher minimum wage rate and  
223 many other businesses with the loss of patrons to areas which  
224 allow for a lower wage rate and more or less vacation or sick  
225 days. The net effect of this situation would be detrimental to  
226 the business environment of the state and to the citizens,  
227 businesses and governments of the local jurisdictions as well as  
228 the local labor markets.

229 (4) The Legislature concludes from these findings that, in  
230 order for a business to remain competitive and yet attract and  
231 retain the highest possible caliber of employees, and thereby  
232 remain sound, an enterprise must work in a uniform environment  
233 with respect to minimum wage rates, and mandatory minimum number  
234 of vacation or sick leave days. The net impact of local  
235 variations in mandated wages and mandatory minimum number of  
236 vacation or sick leave days would be economically unstable and  
237 create a decline and decrease in the standard of living for the  
238 citizens of the state. Consequently, decisions regarding minimum  
239 wage, living wage and other employee benefit policies must be made  
240 by the state as provided in Section 25-3-40, so that consistency  
241 in the wage market is preserved.



242           **SECTION 5.** Section 23-15-239, Mississippi Code of 1972, is  
243 brought forward as follows:

244           **[Until January 1, 2020, this section shall read as follows:]**

245           23-15-239. (1) The executive committee of each county, in  
246 the case of a primary election, or the election commissioners of  
247 each county, in the case of all other elections, in conjunction  
248 with the circuit clerk, shall, in the years in which counties  
249 conduct an election, sponsor and conduct, not less than five (5)  
250 days before each election, not less than four (4) hours and not  
251 more than eight (8) hours of poll manager training to instruct  
252 poll managers as to their duties in the proper administration of  
253 the election and the operation of the polling place. Any poll  
254 manager who completes the online training course provided by the  
255 Secretary of State shall only be required to complete two (2)  
256 hours of in-person poll manager training. No poll manager shall  
257 serve in any election unless he or she has received these  
258 instructions once during the twelve (12) months immediately  
259 preceding the date upon which the election is held; however,  
260 nothing in this section shall prevent the appointment of an  
261 alternate poll manager to fill a vacancy in case of an emergency.  
262 The county executive committee or the election commissioners, as  
263 appropriate, shall train a sufficient number of alternates to  
264 serve in the event a poll manager is unable to serve for any  
265 reason.



266           (2)   (a)   If it is eligible under Section 23-15-266, the  
267 county executive committee may enter into a written agreement with  
268 the circuit clerk or the county election commission authorizing  
269 the circuit clerk or the county election commission to perform any  
270 of the duties required of the county executive committee pursuant  
271 to this section. Any agreement entered into pursuant to this  
272 subsection shall be signed by the chair of the county executive  
273 committee and the circuit clerk or the chair of the county  
274 election commission, as appropriate. The county executive  
275 committee shall notify the state executive committee and the  
276 Secretary of State of the existence of the agreement.

277           (b)   If it is eligible under Section 23-15-266, the  
278 municipal executive committee may enter into a written agreement  
279 with the municipal clerk or the municipal election commission  
280 authorizing the municipal clerk or the municipal election  
281 commission to perform any of the duties required of the municipal  
282 executive committee pursuant to this section. Any agreement  
283 entered into pursuant to this subsection shall be signed by the  
284 chair of the municipal executive committee and the municipal clerk  
285 or the chair of the municipal election commission, as appropriate.  
286 The municipal executive committee shall notify the state executive  
287 committee and the Secretary of State of the existence of the  
288 agreement.

289           (3)   The board of supervisors and the municipal governing  
290 authority, in their discretion, may compensate poll managers who



291 attend these training sessions. The compensation shall be at a  
292 rate of not less than the federal hourly minimum wage nor more  
293 than Twelve Dollars (\$12.00) per hour. Poll managers shall not be  
294 compensated for more than sixteen (16) hours of attendance at the  
295 training sessions regardless of the actual amount of time that  
296 they attended the training sessions.

297 (4) The time and location of the training sessions required  
298 pursuant to this section shall be announced to the general public  
299 by posting a notice thereof at the courthouse and by delivering a  
300 copy of the notice to the office of a newspaper having general  
301 circulation in the county five (5) days before the date upon which  
302 the training session is to be conducted. Persons who will serve  
303 as poll watchers for candidates and political parties, as well as  
304 members of the general public, shall be allowed to attend the  
305 sessions.

306 (5) Subject to the following annual limitations, the  
307 election commissioners shall be entitled to receive a per diem in  
308 the amount of Eighty-four Dollars (\$84.00), to be paid from the  
309 county general fund, for every day or period of no less than five  
310 (5) hours accumulated over two (2) or more days actually employed  
311 in the performance of their duties for the necessary time spent in  
312 conducting training sessions as required by this section:

313 (a) In counties having less than fifteen thousand  
314 (15,000) residents according to the latest federal decennial  
315 census, not more than five (5) days per year;



316 (b) In counties having fifteen thousand (15,000)  
317 residents according to the latest federal decennial census but  
318 less than thirty thousand (30,000) residents according to the  
319 latest federal decennial census, not more than eight (8) days per  
320 year;

321 (c) In counties having thirty thousand (30,000)  
322 residents according to the latest federal decennial census but  
323 less than seventy thousand (70,000) residents according to the  
324 latest federal decennial census, not more than ten (10) days per  
325 year;

326 (d) In counties having seventy thousand (70,000)  
327 residents according to the latest federal decennial census but  
328 less than ninety thousand (90,000) residents according to the  
329 latest federal decennial census, not more than twelve (12) days  
330 per year;

331 (e) In counties having ninety thousand (90,000)  
332 residents according to the latest federal decennial census but  
333 less than one hundred seventy thousand (170,000) residents  
334 according to the latest federal decennial census, not more than  
335 fifteen (15) days per year;

336 (f) In counties having one hundred seventy thousand  
337 (170,000) residents according to the latest federal decennial  
338 census but less than two hundred thousand (200,000) residents  
339 according to the latest federal decennial census, not more than  
340 eighteen (18) days per year;



341 (g) In counties having two hundred thousand (200,000)  
342 residents according to the latest federal decennial census but  
343 less than two hundred twenty-five thousand (225,000) residents  
344 according to the latest federal decennial census, not more than  
345 nineteen (19) days per year;

346 (h) In counties having two hundred twenty-five thousand  
347 (225,000) residents or more according to the latest federal  
348 decennial census, not more than twenty-two (22) days per year;

349 (6) Election commissioners shall claim the per diem  
350 authorized in subsection (5) of this section in the manner  
351 provided for in Section 23-15-153(6).

352 (7) (a) To provide poll manager training, the Secretary of  
353 State has developed a single, comprehensive poll manager training  
354 program to ensure uniform, secure elections throughout the state.  
355 The program includes online training on all state and federal  
356 election laws and procedures and voting machine opening and  
357 closing procedures.

358 (b) County election commissioners shall designate no  
359 more than two (2) poll managers per precinct, who shall  
360 individually access and complete the online training program,  
361 including all skills assessments, at least five (5) days before an  
362 election. The poll managers shall be defined as "certified poll  
363 managers," and entitled to a "Certificate of Completion" and  
364 compensation for the successful completion of the training and  
365 skills assessment in the amount of Twenty-five Dollars (\$25.00)



366 payable from the Help Mississippi Vote Fund. Compensation paid to  
367 any poll manager under this paragraph (b) shall not exceed  
368 Twenty-five Dollars (\$25.00) per calendar year.

369 (c) Every election held after January 1, 2018, shall  
370 have at least one (1) certified poll manager appointed by the  
371 county election officials to work in each polling place in the  
372 county during each general election.

373 **[From and after January 1, 2020, this section shall read as**  
374 **follows:]**

375 23-15-239. (1) The executive committee of each county, in  
376 the case of a primary election, or the election commissioners of  
377 each county, in the case of all other elections, in conjunction  
378 with the circuit clerk, shall, in the years in which counties  
379 conduct an election, sponsor and conduct, not less than five (5)  
380 days before each election, not less than four (4) hours and not  
381 more than eight (8) hours of poll manager training to instruct  
382 poll managers as to their duties in the proper administration of  
383 the election and the operation of the polling place. Any poll  
384 manager who completes the online training course provided by the  
385 Secretary of State shall only be required to complete two (2)  
386 hours of in-person poll manager training. No poll manager shall  
387 serve in any election unless he or she has received these  
388 instructions once during the twelve (12) months immediately  
389 preceding the date upon which the election is held; however,  
390 nothing in this section shall prevent the appointment of an





391 alternate poll manager to fill a vacancy in case of an emergency.  
392 The county executive committee or the election commissioners, as  
393 appropriate, shall train a sufficient number of alternates to  
394 serve in the event a poll manager is unable to serve for any  
395 reason.

396       (2) (a) If it is eligible under Section 23-15-266, the  
397 county executive committee may enter into a written agreement with  
398 the circuit clerk or the county election commission authorizing  
399 the circuit clerk or the county election commission to perform any  
400 of the duties required of the county executive committee pursuant  
401 to this section. Any agreement entered into pursuant to this  
402 subsection shall be signed by the chair of the county executive  
403 committee and the circuit clerk or the chair of the county  
404 election commission, as appropriate. The county executive  
405 committee shall notify the state executive committee and the  
406 Secretary of State of the existence of the agreement.

407       (b) If it is eligible under Section 23-15-266, the  
408 municipal executive committee may enter into a written agreement  
409 with the municipal clerk or the municipal election commission  
410 authorizing the municipal clerk or the municipal election  
411 commission to perform any of the duties required of the municipal  
412 executive committee pursuant to this section. Any agreement  
413 entered into pursuant to this subsection shall be signed by the  
414 chair of the municipal executive committee and the municipal clerk  
415 or the chair of the municipal election commission, as appropriate.



416 The municipal executive committee shall notify the state executive  
417 committee and the Secretary of State of the existence of the  
418 agreement.

419 (3) The board of supervisors and the municipal governing  
420 authority, in their discretion, may compensate poll managers who  
421 attend these training sessions. The compensation shall be at a  
422 rate of not less than the federal hourly minimum wage nor more  
423 than Twelve Dollars (\$12.00) per hour. Poll managers shall not be  
424 compensated for more than sixteen (16) hours of attendance at the  
425 training sessions regardless of the actual amount of time that  
426 they attended the training sessions.

427 (4) The time and location of the training sessions required  
428 pursuant to this section shall be announced to the general public  
429 by posting a notice thereof at the courthouse and by delivering a  
430 copy of the notice to the office of a newspaper having general  
431 circulation in the county five (5) days before the date upon which  
432 the training session is to be conducted. Persons who will serve  
433 as poll watchers for candidates and political parties, as well as  
434 members of the general public, shall be allowed to attend the  
435 sessions.

436 (5) Subject to the following annual limitations, the  
437 election commissioners shall be entitled to receive a per diem in  
438 the amount of Eighty-four Dollars (\$84.00), to be paid from the  
439 county general fund, for every day or period of no less than five  
440 (5) hours accumulated over two (2) or more days actually employed



441 in the performance of their duties for the necessary time spent in  
442 conducting training sessions as required by this section:

443 (a) In counties having less than fifteen thousand  
444 (15,000) residents according to the latest federal decennial  
445 census, not more than five (5) days per year;

446 (b) In counties having fifteen thousand (15,000)  
447 residents according to the latest federal decennial census but  
448 less than thirty thousand (30,000) residents according to the  
449 latest federal decennial census, not more than eight (8) days per  
450 year;

451 (c) In counties having thirty thousand (30,000)  
452 residents according to the latest federal decennial census but  
453 less than seventy thousand (70,000) residents according to the  
454 latest federal decennial census, not more than ten (10) days per  
455 year;

456 (d) In counties having seventy thousand (70,000)  
457 residents according to the latest federal decennial census but  
458 less than ninety thousand (90,000) residents according to the  
459 latest federal decennial census, not more than twelve (12) days  
460 per year;

461 (e) In counties having ninety thousand (90,000)  
462 residents according to the latest federal decennial census but  
463 less than one hundred seventy thousand (170,000) residents  
464 according to the latest federal decennial census, not more than  
465 fifteen (15) days per year;



466 (f) In counties having one hundred seventy thousand  
467 (170,000) residents according to the latest federal decennial  
468 census but less than two hundred thousand (200,000) residents  
469 according to the latest federal decennial census, not more than  
470 eighteen (18) days per year;

471 (g) In counties having two hundred thousand (200,000)  
472 residents according to the latest federal decennial census but  
473 less than two hundred twenty-five thousand (225,000) residents  
474 according to the latest federal decennial census, not more than  
475 nineteen (19) days per year;

476 (h) In counties having two hundred twenty-five thousand  
477 (225,000) residents or more according to the latest federal  
478 decennial census, not more than twenty-two (22) days per year;

479 (6) Election commissioners shall claim the per diem  
480 authorized in subsection (5) of this section in the manner  
481 provided for in Section 23-15-153(6).

482 (7) (a) To provide poll manager training, the Secretary of  
483 State has developed a single, comprehensive poll manager training  
484 program to ensure uniform, secure elections throughout the state.  
485 The program includes online training on all state and federal  
486 election laws and procedures and voting machine opening and  
487 closing procedures.

488 (b) County poll managers who individually access and  
489 complete the online training program, including all skills  
490 assessments, at least five (5) days before an election shall be



491 defined as "certified poll manager," and entitled to a  
492 "Certificate of Completion."

493 (c) At least one (1) certified poll manager shall be  
494 appointed by the county election officials to work in each polling  
495 place in the county during each general election.

496 **SECTION 6.** Section 25-3-40, Mississippi Code of 1972, is  
497 brought forward as follows:

498 25-3-40. On July 1, 1978, and each year thereafter, the  
499 Mississippi Compensation Plan shall be amended to provide salary  
500 increases in such amounts and percentages as might be recommended  
501 by the Legislative Budget Office and as may be authorized by funds  
502 appropriated by the Legislature for the purpose of granting  
503 incentive salary increases as deemed possible dependent upon the  
504 availability of general and special funds.

505 It is hereby declared to be the intent of the Mississippi  
506 Legislature to implement the minimum wage as enacted by statutory  
507 law of the United States Congress subject to funds being available  
508 for that purpose. It is the intent and purpose of this section to  
509 maximize annual salary increases consistent with the availability  
510 of funds as might be determined by the Mississippi Legislature at  
511 its regular annual session and that all salary increases hereafter  
512 be made consistent with the provisions of this section.

513 **SECTION 7.** Section 37-7-307, Mississippi Code of 1972, is  
514 brought forward as follows:



515           37-7-307. (1) For purposes of this section, the term  
516 "licensed employee" means any employee of a public school district  
517 required to hold a valid license by the Commission on Teacher and  
518 Administrator Education, Certification and Licensure and  
519 Development.

520           (2) The school board of a school district shall establish by  
521 rules and regulations a policy of sick leave with pay for licensed  
522 employees and teacher assistants employed in the school district,  
523 and such policy shall include the following minimum provisions for  
524 sick and emergency leave with pay:

525                 (a) Each licensed employee and teacher assistant, at  
526 the beginning of each school year, shall be credited with a  
527 minimum sick leave allowance, with pay, of seven (7) days for  
528 absences caused by illness or physical disability of the employee  
529 during that school year.

530                 (b) Any unused portion of the total sick leave  
531 allowance shall be carried over to the next school year and  
532 credited to such licensed employee and teacher assistant if the  
533 licensed employee or teacher assistant remains employed in the  
534 same school district. In the event any public school licensed  
535 employee or teacher assistant transfers from one public school  
536 district in Mississippi to another, any unused portion of the  
537 total sick leave allowance credited to such licensed employee or  
538 teacher assistant shall be credited to such licensed employee or  
539 teacher assistant in the computation of unused leave for



540 retirement purposes under Section 25-11-109. Accumulation of sick  
541 leave allowed under this section shall be unlimited.

542 (c) No deduction from the pay of such licensed employee  
543 or teacher assistant may be made because of absence of such  
544 licensed employee or teacher assistant caused by illness or  
545 physical disability of the licensed employee or teacher assistant  
546 until after all sick leave allowance credited to such licensed  
547 employee or teacher assistant has been used.

548 (d) For the first ten (10) days of absence of a  
549 licensed employee because of illness or physical disability, in  
550 any school year, in excess of the sick leave allowance credited to  
551 such licensed employee, there shall be deducted from the pay of  
552 such licensed employee the established substitute amount of  
553 licensed employee compensation paid in that local school district,  
554 necessitated because of the absence of the licensed employee as a  
555 result of illness or physical disability. In lieu of deducting  
556 the established substitute amount from the pay of such licensed  
557 employee, the policy may allow the licensed employee to receive  
558 full pay for the first ten (10) days of absence because of illness  
559 or physical disability, in any school year, in excess of the sick  
560 leave allowance credited to such licensed employee. Thereafter,  
561 the regular pay of such absent licensed employee shall be  
562 suspended and withheld in its entirety for any period of absence  
563 because of illness or physical disability during that school year.



564           (3)   (a)   Beginning with the school year 1983-1984, each  
565 licensed employee at the beginning of each school year shall be  
566 credited with a minimum personal leave allowance, with pay, of two  
567 (2) days for absences caused by personal reasons during that  
568 school year. Effective for the 2010-2011 and 2011-2012 school  
569 years, licensed employees shall be credited with an additional  
570 one-half (1/2) day of personal leave for every day the licensed  
571 employee is furloughed without pay as provided in Section  
572 37-7-308. Except as otherwise provided in paragraph (b) of this  
573 subsection, such personal leave shall not be taken on the first  
574 day of the school term, the last day of the school term, on a day  
575 previous to a holiday or a day after a holiday. Personal leave  
576 may be used for professional purposes, including absences caused  
577 by attendance of such licensed employee at a seminar, class,  
578 training program, professional association or other functions  
579 designed for educators. No deduction from the pay of such  
580 licensed employee may be made because of absence of such licensed  
581 employee caused by personal reasons until after all personal leave  
582 allowance credited to such licensed employee has been used.  
583 However, the superintendent of a school district, in his  
584 discretion, may allow a licensed employee personal leave in  
585 addition to any minimum personal leave allowance, under the  
586 condition that there shall be deducted from the salary of such  
587 licensed employee the actual amount of any compensation paid to  
588 any person as a substitute, necessitated because of the absence of





589 the licensed employee. Any unused portion of the total personal  
590 leave allowance up to five (5) days shall be carried over to the  
591 next school year and credited to such licensed employee if the  
592 licensed employee remains employed in the same school district.  
593 Any personal leave allowed for a furlough day shall not be carried  
594 over to the next school year.

595 (b) Notwithstanding the restrictions on the use of  
596 personal leave prescribed under paragraph (a) of this subsection,  
597 a licensed employee may use personal leave as follows:

598 (i) Personal leave may be taken on the first day  
599 of the school term, the last day of the school term, on a day  
600 previous to a holiday or a day after a holiday if, on the  
601 applicable day, an immediate family member of the employee is  
602 being deployed for military service.

603 (ii) Personal leave may be taken on a day previous  
604 to a holiday or a day after a holiday if an employee of a school  
605 district has either a minimum of ten (10) years' experience as an  
606 employee of that school district or a minimum of thirty (30) days  
607 of unused accumulated leave that has been earned while employed in  
608 that school district.

609 (iii) Personal leave may be taken on the first day  
610 of the school term, the last day of the school term, on a day  
611 previous to a holiday or a day after a holiday if, on the  
612 applicable day, the employee has been summoned to appear for jury  
613 duty or as a witness in court.



614 (4) Beginning with the school year 1992-1993, each licensed  
615 employee shall be credited with a professional leave allowance,  
616 with pay, for each day of absence caused by reason of such  
617 employee's statutorily required membership and attendance at a  
618 regular or special meeting held within the State of Mississippi of  
619 the State Board of Education, the Commission on Teacher and  
620 Administrator Education, Certification and Licensure and  
621 Development, the Commission on School Accreditation, the  
622 Mississippi Authority for Educational Television, the meetings of  
623 the state textbook rating committees or other meetings authorized  
624 by local school board policy.

625 (5) Upon retirement from employment, each licensed and  
626 nonlicensed employee shall be paid for not more than thirty (30)  
627 days of unused accumulated leave earned while employed by the  
628 school district in which the employee is last employed. Such  
629 payment for licensed employees shall be made by the school  
630 district at a rate equal to the amount paid to substitute teachers  
631 and for nonlicensed employees, the payment shall be made by the  
632 school district at a rate equal to the federal minimum wage. The  
633 payment shall be treated in the same manner for retirement  
634 purposes as a lump-sum payment for personal leave as provided in  
635 Section 25-11-103(e). Any remaining lawfully credited unused  
636 leave, for which payment has not been made, shall be certified to  
637 the Public Employees' Retirement System in the same manner and  
638 subject to the same limitations as otherwise provided by law for



639 unused leave. No payment for unused accumulated leave may be made  
640 to either a licensed or nonlicensed employee at termination or  
641 separation from service for any purpose other than for the purpose  
642 of retirement.

643 (6) The school board may adopt rules and regulations which  
644 will reasonably aid to implement the policy of sick and personal  
645 leave, including, but not limited to, rules and regulations having  
646 the following general effect:

647 (a) Requiring the absent employee to furnish the  
648 certificate of a physician or dentist or other medical  
649 practitioner as to the illness of the absent licensed employee,  
650 where the absence is for four (4) or more consecutive school days,  
651 or for two (2) consecutive school days immediately preceding or  
652 following a nonschool day;

653 (b) Providing penalties, by way of full deduction from  
654 salary, or entry on the work record of the employee, or other  
655 appropriate penalties, for any materially false statement by the  
656 employee as to the cause of absence;

657 (c) Forfeiture of accumulated or future sick leave, if  
658 the absence of the employee is caused by optional dental or  
659 medical treatment or surgery which could, without medical risk,  
660 have been provided, furnished or performed at a time when school  
661 was not in session;

662 (d) Enlarging, increasing or providing greater sick or  
663 personal leave allowances than the minimum standards established



664 by this section in the discretion of the school board of each  
665 school district.

666 (7) School boards may include in their budgets provisions  
667 for the payment of substitute employees, necessitated because of  
668 the absence of regular licensed employees. All such substitute  
669 employees shall be paid wholly from district funds, except as  
670 otherwise provided for long-term substitute teachers in Section  
671 37-19-20. Such school boards, in their discretion, also may pay,  
672 from district funds other than adequate education program funds,  
673 the whole or any part of the salaries of all employees granted  
674 leaves for the purpose of special studies or training.

675 (8) The school board may further adopt rules and regulations  
676 which will reasonably implement such leave policies for all other  
677 nonlicensed and hourly paid school employees as the board deems  
678 appropriate. Effective for the 2010-2011 and 2011-2012 school  
679 years, nonlicensed employees shall be credited with an additional  
680 one-half (1/2) day of personal leave for every day the nonlicensed  
681 employee is furloughed without pay as provided in Section  
682 37-7-308.

683 (9) Vacation leave granted to either licensed or nonlicensed  
684 employees shall be synonymous with personal leave. Unused  
685 vacation or personal leave accumulated by licensed employees in  
686 excess of the maximum five (5) days which may be carried over from  
687 one year to the next may be converted to sick leave. The annual  
688 conversion of unused vacation or personal leave to sick days for



689 licensed or unlicensed employees shall not exceed the allowable  
690 number of personal leave days as provided in Section 25-3-93. The  
691 annual total number of converted unused vacation and/or personal  
692 days added to the annual unused sick days for any employee shall  
693 not exceed the combined allowable number of days per year provided  
694 in Sections 25-3-93 and 25-3-95. Local school board policies that  
695 provide for vacation, personal and sick leave for employees shall  
696 not exceed the provisions for leave as provided in Sections  
697 25-3-93 and 25-3-95. Any personal or vacation leave previously  
698 converted to sick leave under a lawfully adopted policy before May  
699 1, 2004, or such personal or vacation leave accumulated and  
700 available for use prior to May 1, 2004, under a lawfully adopted  
701 policy but converted to sick leave after May 1, 2004, shall be  
702 recognized as accrued leave by the local school district and  
703 available for use by the employee. The leave converted under a  
704 lawfully adopted policy prior to May 1, 2004, or such personal and  
705 vacation leave accumulated and available for use as of May 1,  
706 2004, which was subsequently converted to sick leave may be  
707 certified to the Public Employees' Retirement System upon  
708 termination of employment and any such leave previously converted  
709 and certified to the Public Employees' Retirement System shall be  
710 recognized.

711 (10) (a) For the purposes of this subsection, the following  
712 words and phrases shall have the meaning ascribed in this  
713 paragraph unless the context requires otherwise:



714 (i) "Catastrophic injury or illness" means a  
715 life-threatening injury or illness of an employee or a member of  
716 an employee's immediate family that totally incapacitates the  
717 employee from work, as verified by a licensed physician, and  
718 forces the employee to exhaust all leave time earned by that  
719 employee, resulting in the loss of compensation from the local  
720 school district for the employee. Conditions that are short-term  
721 in nature, including, but not limited to, common illnesses such as  
722 influenza and the measles, and common injuries, are not  
723 catastrophic. Chronic illnesses or injuries, such as cancer or  
724 major surgery, that result in intermittent absences from work and  
725 that are long-term in nature and require long recuperation periods  
726 may be considered catastrophic.

727 (ii) "Immediate family" means spouse, parent,  
728 stepparent, sibling, child or stepchild.

729 (b) Any school district employee may donate a portion  
730 of his or her unused accumulated personal leave or sick leave to  
731 another employee of the same school district who is suffering from  
732 a catastrophic injury or illness or who has a member of his or her  
733 immediate family suffering from a catastrophic injury or illness,  
734 in accordance with the following:

735 (i) The employee donating the leave (the "donor  
736 employee") shall designate the employee who is to receive the  
737 leave (the "recipient employee") and the amount of unused  
738 accumulated personal leave and sick leave that is to be donated,



739 and shall notify the school district superintendent or his  
740 designee of his or her designation.

741 (ii) The maximum amount of unused accumulated  
742 personal leave that an employee may donate to any other employee  
743 may not exceed a number of days that would leave the donor  
744 employee with fewer than seven (7) days of personal leave  
745 remaining, and the maximum amount of unused accumulated sick leave  
746 that an employee may donate to any other employee may not exceed  
747 fifty percent (50%) of the unused accumulated sick leave of the  
748 donor employee.

749 (iii) An employee must have exhausted all of his  
750 or her available leave before he or she will be eligible to  
751 receive any leave donated by another employee. Eligibility for  
752 donated leave shall be based upon review and approval by the donor  
753 employee's supervisor.

754 (iv) Before an employee may receive donated leave,  
755 he or she must provide the school district superintendent or his  
756 designee with a physician's statement that states that the illness  
757 meets the catastrophic criteria established under this section,  
758 the beginning date of the catastrophic injury or illness, a  
759 description of the injury or illness, and a prognosis for recovery  
760 and the anticipated date that the recipient employee will be able  
761 to return to work.

762 (v) Before an employee may receive donated leave,  
763 the superintendent of education of the school district shall



764 appoint a review committee to approve or disapprove the said  
765 donations of leave, including the determination that the illness  
766 is catastrophic within the meaning of this section.

767 (vi) If the total amount of leave that is donated  
768 to any employee is not used by the recipient employee, the whole  
769 days of donated leave shall be returned to the donor employees on  
770 a pro rata basis, based on the ratio of the number of days of  
771 leave donated by each donor employee to the total number of days  
772 of leave donated by all donor employees.

773 (vii) Donated leave shall not be used in lieu of  
774 disability retirement.

775 **SECTION 8.** Section 57-34-5, Mississippi Code of 1972, is  
776 brought forward as follows:

777 57-34-5. **Definitions.** As used in this chapter, the  
778 following words and phrases shall have the meanings ascribed to  
779 them in this section, unless the context clearly indicates a  
780 different meaning:

781 (a) "Act" means the provisions of this chapter.

782 (b) "Authority" means the Alabama-Mississippi Joint  
783 Economic Development Authority created pursuant to this chapter.

784 (c) "Board of directors" means the board of directors  
785 of the authority.

786 (d) "Designated geographic area" means:





787 (i) Those counties in the State of Alabama that  
788 share a common border with any county in the State of Mississippi;  
789 and

790 (ii) Those counties in the State of Mississippi  
791 that share a common border with any county in the State of  
792 Alabama.

793 (e) "Herein," "hereby," "hereunder," "hereof" and other  
794 equivalent words refer to this chapter as an entirety and not  
795 solely to the particular section or portion thereof in which any  
796 such word is used.

797 (f) "Project" means:

798 (i) Any industrial, commercial, research and  
799 development, warehousing, distribution, transportation,  
800 processing, mining, United States government or tourism enterprise  
801 together with all real property required for construction,  
802 maintenance and operation of the enterprise:

803 1. With an initial capital investment of not  
804 less than Three Hundred Million Dollars (\$300,000,000.00) from  
805 private or United States government sources together with all  
806 buildings, and other supporting land and facilities, structures or  
807 improvements of whatever kind required or useful for construction,  
808 maintenance and operation of the enterprise; or

809 2. With an initial capital investment of not  
810 less than One Hundred Fifty Million Dollars (\$150,000,000.00) from  
811 private or United States government sources together with all



812 buildings and other supporting land and facilities, structures or  
813 improvements of whatever kind required or useful for construction,  
814 maintenance and operation of the enterprise and which creates at  
815 least one thousand (1,000) net new full-time jobs; or

816                   3. Which creates at least one thousand  
817 (1,000) net new full-time jobs which provide an average hourly  
818 wage of not less than two hundred percent (200%) of the federal  
819 minimum wage in effect on the date the project is placed in  
820 service.

821                   (ii) Any addition to, or expansion of, any  
822 existing enterprise as described in this paragraph if the addition  
823 or expansion:

824                   1. Has an initial capital investment of not  
825 less than Three Hundred Million Dollars (\$300,000,000.00) from  
826 private or United States government sources;

827                   2. Has an initial capital investment of not  
828 less than One Hundred Fifty Million Dollars (\$150,000,000.00) from  
829 private or United States government sources together with all  
830 buildings and other supporting land and facilities, structures or  
831 improvements of whatever kind required or useful for construction,  
832 maintenance and operation of the enterprise and which creates at  
833 least one thousand (1,000) net new full-time jobs; or

834                   3. Creates at least one thousand (1,000) net  
835 new full-time jobs which provide an average hourly wage of not



836 less than two hundred percent (200%) of the federal minimum wage  
837 in effect on the date the project is placed in service.

838 (iii) Any development with an initial capital  
839 investment from private sources of not less than Seven Hundred  
840 Fifty Million Dollars (\$750,000,000.00) which will create at least  
841 three thousand (3,000) net new full-time jobs satisfying criteria  
842 to be established by the authority.

843 In addition to meeting the other requirements of this  
844 paragraph, in order to fall within the definition of the term  
845 "project":

846 (i) The enterprise or development must be located  
847 within the designated geographic area; and

848 (ii) Each state must provide funds or in-kind  
849 contributions equal to at least one-third (1/3) of the total costs  
850 of the project to the states.

851 (g) "Project agreement" means an agreement, approved by  
852 the Legislature of the states, setting forth certain obligations,  
853 responsibilities, benefits, administrative matters and any other  
854 matters with respect to a specific project that are not  
855 inconsistent with the terms of this chapter as the legislatures of  
856 the states deem appropriate with respect to a specific project.

857 (h) "Project tax revenues" means:

858 (i) All of the following state and local taxes  
859 paid directly to a state or a local government by the project:  
860 income taxes, ad valorem taxes on real and personal property,



861 sales and use taxes, franchise taxes, license taxes, excise taxes  
862 and severance taxes; and

863 (ii) All state and local personal income tax and  
864 occupational tax withholdings from employees of the project  
865 attributable to employment at the project.

866 (i) "States" means the State of Alabama and the State  
867 of Mississippi collectively.

868 **SECTION 9.** Section 85-3-4, Mississippi Code of 1972, is  
869 brought forward as follows:

870 85-3-4. (1) The wages, salaries or other compensation of  
871 laborers or employees, residents of this state, shall be exempt  
872 from seizure under attachment, execution or garnishment for a  
873 period of thirty (30) days from the date of service of any writ of  
874 attachment, execution or garnishment.

875 (2) After the passage of the period of thirty (30) days  
876 described in subsection (1) of this section, the maximum part of  
877 the aggregate disposable earnings (as defined by Section 1672(b)  
878 of Title 15, USCS) of an individual that may be levied by  
879 attachment, execution or garnishment shall be:

880 (a) In the case of earnings for any workweek, the  
881 lesser amount of either,

882 (i) Twenty-five percent (25%) of his disposable  
883 earnings for that week, or

884 (ii) The amount by which his disposable earnings  
885 for that week exceed thirty (30) times the federal minimum hourly



886 wage (prescribed by section 206 (a) (1) of Title 29, USCS) in  
887 effect at the time the earnings are payable; or

888 (b) In the case of earnings for any period other than a  
889 week, the amount by which his disposable earnings exceed the  
890 following "multiple" of the federal minimum hourly wage which is  
891 equivalent in effect to that set forth in subparagraph (a) (ii) of  
892 this subsection (2): The number of workweeks, or fractions  
893 thereof multiplied by thirty (30) multiplied by the applicable  
894 federal minimum wage.

895 (3) (a) The restrictions of subsection (1) and (2) of this  
896 section do not apply in the case of:

897 (i) Any order for the support of any person issued  
898 by a court of competent jurisdiction or in accordance with an  
899 administrative procedure, which is established by state law, which  
900 affords substantial due process, and which is subject to judicial  
901 review.

902 (ii) Any debt due for any state or local tax.

903 (b) Except as provided in subparagraph (b) (iii) of this  
904 subsection (3), the maximum part of the aggregate disposable  
905 earnings of an individual for any workweek which is subject to  
906 garnishment to enforce any order for the support of any person  
907 shall not exceed:

908 (i) Where such individual is supporting his spouse  
909 or dependent child (other than a spouse or child with respect to



910 whose support such order is used), fifty percent (50%) of such  
911 individual's disposable earnings for that week; and

912 (ii) Where such individual is not supporting such  
913 a spouse or dependent child described in subparagraph (b)(i) of  
914 this subsection (3), sixty percent (60%) of such individual's  
915 disposable earnings for that week;

916 (iii) With respect to the disposable earnings of  
917 any individual for that workweek, the fifty percent (50%)  
918 specified in subparagraph (b)(i) of this subsection (3) shall be  
919 deemed to be fifty-five percent (55%) and the sixty percent (60%)  
920 specified in subparagraph (b)(ii) of this subsection (3) shall be  
921 deemed to be sixty-five percent (65%), if and to the extent that  
922 such earnings are subject to garnishment to enforce a support  
923 order with respect to a period which is prior to the period of  
924 twelve (12) weeks which ends with the beginning of such workweek.

925 **SECTION 10.** Section 97-3-54.4, Mississippi Code of 1972, is  
926 brought forward as follows:

927 97-3-54.4. For the purposes of the Mississippi Human  
928 Trafficking Act the following words and phrases shall have the  
929 meanings ascribed herein unless the context clearly requires  
930 otherwise:

931 (a) "Act" or "this act" means the Mississippi Human  
932 Trafficking Act.

933 (b) "Actor" means a person who violates any of the  
934 provisions of Sections 97-3-54 through 97-3-54.4.



935 (c) "Blackmail" means obtaining property or things of  
936 value of another by threatening to (i) inflict bodily injury on  
937 anyone; or (ii) commit any other criminal offense.

938 (d) "Coerce" or "coercion" means:

939 (i) Causing or threatening to cause bodily harm to  
940 any person, physically restraining or confining any person, or  
941 threatening to physically restrain or confine any person;

942 (ii) Exposing or threatening to expose any fact or  
943 information or disseminating or threatening to disseminate any  
944 fact or information that would tend to subject a person to  
945 criminal or immigration proceedings, hatred, contempt or ridicule;

946 (iii) Destroying, concealing, removing,  
947 confiscating or possessing any actual or purported passport or  
948 other immigration document, or any other actual or purported  
949 government identification document of any person;

950 (iv) Providing a controlled substance to a person  
951 for the purpose of compelling the person to engage in labor or  
952 sexual servitude against the person's will;

953 (v) Causing or threatening to cause financial harm  
954 to any person or using financial control over any person;

955 (vi) Abusing or threatening to abuse a position of  
956 power, the law, or legal process;

957 (vii) Using blackmail;

958 (viii) Using an individual's personal services as  
959 payment or satisfaction of a real or purported debt when: 1. the



960 reasonable value of the services is not applied toward the  
961 liquidation of the debt; 2. the length of the services is not  
962 limited and the nature of the services is not defined; 3. the  
963 principal amount of the debt does not reasonably reflect the value  
964 of the items or services for which the debt is incurred; or 4. the  
965 individual is prevented from acquiring accurate and timely  
966 information about the disposition of the debt; or

967 (ix) Using any scheme, plan or pattern of conduct  
968 intended to cause any person to believe that, if the person did  
969 not perform the labor or services, that the person or another  
970 person would suffer serious harm or physical restraint.

971 (e) "Commercial sexual activity" means any sex act on  
972 account of which anything of value is given to, promised to, or  
973 received by any person.

974 (f) "Enterprise" means any individual, sole  
975 proprietorship, partnership, corporation, union or other legal  
976 entity, or any association or group of individuals associated in  
977 fact regardless of whether a legal entity has been formed pursuant  
978 to any state, federal or territorial law. It includes illicit as  
979 well as licit enterprises and governmental as well as other  
980 entities.

981 (g) "Financial harm" includes, but is not limited to,  
982 extortion as defined by Section 97-3-82, Mississippi Code of 1972,  
983 or violation of the usury law as defined by Title 75, Chapter 17,  
984 Mississippi Code of 1972.





985           (h) "Forced labor or services" means labor or services  
986 that are performed or provided by another person and are obtained  
987 or maintained through coercion.

988           (i) "Labor" means work of economic or financial value.

989           (j) "Maintain" means, in relation to labor or services,  
990 to secure continued performance thereof, regardless of any initial  
991 agreement on the part of the trafficked person to perform such  
992 labor or service.

993           (k) "Minor" means a person under the age of eighteen  
994 (18) years.

995           (l) "Obtain" means, in relation to labor or services,  
996 to secure performance thereof.

997           (m) "Pecuniary damages" means any of the following:

998                   (i) The greater of the gross income or value to  
999 the defendant of the victim's labor or services, including sexual  
1000 services, not reduced by the expense the defendant incurred as a  
1001 result of maintaining the victim, or the value of the victim's  
1002 labor or services calculated under the minimum wage and overtime  
1003 provisions of the Fair Labor Standards Act, 29 USCS Section 201 et  
1004 seq., whichever is higher;

1005                   (ii) If it is not possible or in the best interest  
1006 of the victim to compute a value under subparagraph (i) of this  
1007 paragraph (m), the equivalent of the value of the victim's labor  
1008 or services if the victim had provided labor or services that were



1009 subject to the minimum wage and overtime provisions of the Fair  
1010 Labor Standards Act, 29 USCS 201 et seq.;

1011 (iii) Costs and expenses incurred by the victim as  
1012 a result of the offense for:

- 1013 1. Medical services;
- 1014 2. Therapy or psychological counseling;
- 1015 3. Temporary housing;
- 1016 4. Transportation;
- 1017 5. Childcare;
- 1018 6. Physical and occupational therapy or  
1019 rehabilitation;
- 1020 7. Funeral, interment, and burial services;  
1021 reasonable attorney's fees and other legal costs; and
- 1022 8. Other expenses incurred by the victim.

1023 (n) "Serious harm" means harm, whether physical or  
1024 nonphysical, including psychological, economic or reputational, to  
1025 an individual that would compel a reasonable person in similar  
1026 circumstances as the individual to perform or continue to perform  
1027 labor or services to avoid incurring the harm.

1028 (o) "Services" means an ongoing relationship between a  
1029 person and the actor in which the person performs activities under  
1030 the supervision of or for the benefit of the actor or a third  
1031 party and includes, without limitation, commercial sexual  
1032 activity, sexually explicit performances, or the production of  
1033 sexually explicit materials.



1034 (p) "Sexually explicit performance" means a live or  
1035 public act or show intended to arouse or satisfy the sexual  
1036 desires or appeal to the prurient interests of patrons.

1037 (q) "Trafficked person" means a person subjected to the  
1038 practices prohibited by this act regardless of whether a  
1039 perpetrator is identified, apprehended, prosecuted or convicted,  
1040 and is a term used interchangeably with the terms "victim,"  
1041 "victim of trafficking" and "trafficking victim."

1042 (r) "Venture" means any group of two (2) or more  
1043 individuals associated in fact, whether or not a legal entity.

1044 (s) "Sexually oriented material" shall have the meaning  
1045 ascribed in Section 97-5-27, Mississippi Code of 1972.

1046 **SECTION 11.** Section 99-19-20, Mississippi Code of 1972, is  
1047 brought forward as follows:

1048 99-19-20. (1) When any court sentences a defendant to pay a  
1049 fine, the court may order (a) that the fine be paid immediately,  
1050 or (b) that the fine be paid in installments to the clerk of said  
1051 court or to the judge, if there be no clerk, or (c) that payment  
1052 of the fine be a condition of probation, or (d) that the defendant  
1053 be required to work on public property for public benefit under  
1054 the direction of the sheriff for a specific number of hours, or  
1055 (e) any combination of the above.

1056 (2) The defendant may be imprisoned until the fine is paid  
1057 if the defendant is financially able to pay a fine and the court  
1058 so finds, subject to the limitations hereinafter set out. The



1059 defendant shall not be imprisoned if the defendant is financially  
1060 unable to pay a fine and so states to the court in writing, under  
1061 oath, after sentence is pronounced, and the court so finds, except  
1062 if the defendant is financially unable to pay a fine and such  
1063 defendant failed or refused to comply with a prior sentence as  
1064 specified in subsection (1) of this section, the defendant may be  
1065 imprisoned.

1066 This subsection shall be limited as follows:

1067 (a) In no event shall such period of imprisonment  
1068 exceed one (1) day for each Twenty-five Dollars (\$25.00) of the  
1069 fine. If a defendant is unable to work or if the county or the  
1070 municipality is unable to provide work for the defendant, the  
1071 defendant shall receive a credit of Twenty-five Dollars (\$25.00)  
1072 for each day of imprisonment.

1073 (b) If a sentence of imprisonment, as well as a fine,  
1074 were imposed, the aggregate of such term for nonpayment of a fine  
1075 and the original sentence of imprisonment shall not exceed the  
1076 maximum authorized term of imprisonment.

1077 (c) It shall be in the discretion of the judge to  
1078 determine the rate of the credit to be earned for work performed  
1079 under subsection (1)(d), but the rate shall be no lower than the  
1080 rate of the highest current federal minimum wage.

1081 (3) Periods of confinement imposed for nonpayment of two (2)  
1082 or more fines shall run consecutively unless specified by the  
1083 court to run concurrently.



1084           **SECTION 12.** This act shall take effect and be in force from  
1085 and after July 1, 2018.

