

By: Representative Hines

To: Accountability,
Efficiency, Transparency;
Business and Commerce

HOUSE BILL NO. 296

1 AN ACT TO CREATE THE MISSISSIPPI COMMISSION ON WAGE REVIEW;
2 TO REQUIRE THE COMMISSION TO EXAMINE THE WAGES PAID TO MISSISSIPPI
3 EMPLOYEES, BOTH PUBLIC AND PRIVATE, ESTABLISH MEASURABLE GOALS AND
4 BENCHMARKS FOR THE STATE OF MISSISSIPPI RELATING TO WAGES, AND
5 SUBMIT A REPORT OF ITS FINDINGS TO THE MISSISSIPPI DEPARTMENT OF
6 EMPLOYMENT SECURITY AND THE MISSISSIPPI LEGISLATURE EVERY TWO
7 YEARS; TO ESTABLISH THE MEMBERSHIP OF THE COMMISSION; AND FOR
8 RELATED PURPOSES.

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

10 **SECTION 1.** (1) There is hereby created the Mississippi
11 Commission on Wage Review to examine the wages paid to Mississippi
12 employees, both public and private, establish measurable goals and
13 benchmarks for the State of Mississippi relating to wages, and
14 submit a report of its findings to the Mississippi Department of
15 Employment Security and the Mississippi Legislature every two (2)
16 years.

17 (2) The commission shall be composed of the following seven
18 (7) members:

19 (a) The Executive Director of the Mississippi
20 Department of Human Services, or his or her designee;



21 (b) The President of the Mississippi Manufacturers
22 Association, or his or her designee;

23 (c) The Executive Director of the Mississippi
24 Development Authority, or his or her designee;

25 (d) The President of the Magnolia Bar Association, or
26 his or her designee;

27 (e) The State Director of the AARP Mississippi, or his
28 or her designee;

29 (f) One (1) person appointed by the Governor from a
30 nonprofit organization that works with job training and
31 employment; and

32 (g) The State Economist, or his or her designee.

33 (3) The commission shall have the following duties:

34 (a) Review the wages of all employees within the State
35 of Mississippi at least every two (2) years;

36 (b) Compare the wages paid to employees within the
37 State of Mississippi to those wages paid to employees within the
38 Southeastern region of the country;

39 (c) Provide reports and recommendations to the
40 Mississippi Department of Employee Security regarding the wage
41 differentials between those wages paid to employees in Mississippi
42 and those wages paid to employees within the Southeastern region
43 of the country; and

44 (d) Provide the report required under paragraph (c) of
45 this subsection to the Legislature every two (2) years.



46 (4) Appointments shall be made within thirty (30) days after
47 the effective date of this act. The commission shall hold its
48 first meeting before August 1, 2024, and at its first meeting, the
49 commission shall elect a chair and vice chair from among its
50 membership.

51 (5) A majority of the members of the commission shall
52 constitute a quorum. In the adoption of the rules, resolutions
53 and reports, an affirmative vote of a majority of the members
54 shall be required. All members shall be notified in writing of
55 all meetings, such notices shall be mailed at least five (5) days
56 before the date on which a meeting is to be held.

57 (6) To effectuate the purposes of this section, any
58 department, division, board, bureau, committee or agency of the
59 state or any political subdivision thereof, shall, at the request
60 of the chair of the commission, provide such facilities,
61 assistance and data as will enable the committee to properly carry
62 out its duties.

63 **SECTION 2.** This act shall take effect and be in force from
64 and after its passage.

