

By: Representative Fleming

To: Appropriations

HOUSE BILL NO. 100

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 STATE 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, 2005.