



**SEC<sup>2</sup> Agency Head Maximum Salaries  
for Calendar Year 2022 and Salary  
Recommendations for Elected Officials**

## **Statement of Request**

**Approval of maximum salaries for agency heads for calendar year 2022**

**Approval of salary recommendations for elected officials**

## **Justification**

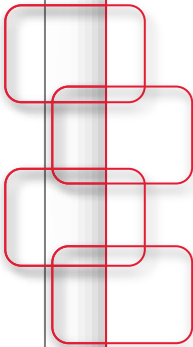
- Generally accepted HR practices require an annual or biennial review of the relevant labor market. The recommended salaries within this item are based on salary surveys from the four (4) contiguous states comparing similar agency head positions.

## **Justification**

- Differing from other pay plans, for agency head positions a tiered process was used. Agencies were assigned to Tier I, II, or III based on their market salary, size, and scope of responsibility.
- While assigned to a Tier with a minimum, market, and maximum salary, each agency head's salary will be capped by the market rate and any statutory provisions that are applicable

## Agency Head Pay Plan

Tier	Min	Market	Max
3	\$109,944.00	\$146,592.00	\$183,240.00
2	\$93,452.00	\$124,603.00	\$155,754.00
1	\$79,434.00	\$105,912.00	\$132,390.00



# Agency Head Pay Plan Allocations

## Tier III

AGENCYNAME
BANKING & CONSUMER FINANCE DEPARTMENT
DHS-MS DEPT OF CHILD PROTECTION SERVICES
DHS-SUPPORT SERVICES
DPS-DIVISION OF SUPPORT SERVICES
EDUCATION - CONSOLIDATED PROGRAM
EDUCATIONAL TELEVISION AUTHORITY
HEALTH BOARD
INFORMATION TECH SERVICES
MDA-MISSISSIPPI DEVELOPMENT AUTHORITY
MEDICAID DIVISION
MEDICAL LICENSURE BOARD
MH-CENTRAL OFFICE
PHARMACY BOARD
PUBLIC EMPLOYEES RETIREMENT SYSTEM
TRANSPORTATION

# Agency Head Pay Plan Allocations

## Tier II

AGENCYNAME
ARCHIVES-ARCHIVES & HISTORY
CORR-CENTRAL OFFICE
DEPARTMENT OF REVENUE
DFA-FINANCE AND ADMINISTRATION
DRS-SUPPORT SERVICES
DWFP-WILDLIFE AND FISHERIES
EMERGENCY MANAGEMENT AGENCY
EMPLOYMENT SECURITY
ENVIRONMENTAL QUALITY
FORESTRY COMMISSION
JUDICIAL PERFORMANCE COMMISSION
MARINE RESOURCES
MD-NATIONAL GUARD
MISSISSIPPI VETERANS AFFAIRS
PERSONNEL BOARD – STATE
PUBLIC UTILITIES STAFF

# Agency Head Pay Plan Allocations

## Tier I

AGENCYNAME
AGRICULTURE & COMMERCE DEPARTMENT
ANIMAL HEALTH BOARD
ARCHITECTURE AND LANDSCAPE BOARD
ARTS COMMISSION
ATTORNEY GENERAL
BARBER EXAMINERS BOARD
BOARD OF PHYSICAL THERAPY
BOARD OF TAX APPEALS
COSMETOLOGY BOARD
DENTAL EXAMINERS BOARD
FUNERAL SERVICES BOARD
GAMING COMMISSION
GRAND GULF MILITARY MONUMENT COMM.

AGENCYNAME
INSURANCE DEPARTMENT
LIBRARY COMMISSION
MOTOR VEHICLE COMMISSION
NURSING BOARD
NURSING HOME ADMINISTRATORS BOARD
OFFICE OF STATE AUDITOR
OIL & GAS BOARD
PAT HARRISON WATERWAY DISTRICT
PEARL RIVER VALLEY WATER SUPPLY DISTRICT
PROFESSIONAL ENGINEERS & LAND SURVEYORS
PUBLIC ACCOUNTANCY BOARD
PUBLIC CONTRACTORS BOARD
PUBLIC SERVICE COMMISSION

AGENCYNAME
REAL ESTATE COMMISSION
REGISTERED PROFESSIONAL GEOLOGISTS
SECRETARY OF STATE
SOCIAL WRKRS/MARRIAGE/FAM THERAPISTS
SOIL & WATER CONSERVATION COMMISSION
STATE AID ROAD CONSTRUCTION DIVISION
STATE BOARD OF PSYCHOLOGY
STATE FIRE ACADEMY
TOMBIGBEE RIVER VALLEY WATER MANAGEMENT
TREASURY – STATE
VETERANS' HOME PURCHASE BOARD
WORKERS' COMPENSATION COMMISSION



## Justification

- A full listing of our recommendations was forwarded to the board with the agenda package for review prior to the meeting
- This listing will be attached to the minutes for this meeting as approved by the board
- Once approved, these recommendations will be published on the SEC<sup>2</sup> website.

## **Recommendation**

Approval of maximum annual salaries for agency head positions effective January 1, 2022 through December 31, 2022.



MISSISSIPPI  
STATE PERSONNEL BOARD

Agency Head Maximum Salary\*

Agency	CY 2022 Maximum Salary
Animal Health Board	\$143,346.18
Architecture and Landscape Board	\$86,773.53
Archives and History Department	\$147,186.80
Arts Commission	\$132,100.92
Banking and Consumer Finance Department	\$190,844.47
Barber Examiners Board	\$80,182.66
Child Protection Services Department	\$183,240.00
Corrections Department - Commissioner	\$170,797.38
Corrections Department - Parole Board Chair	\$103,122.33
Corrections Department - Parole Board Member	\$89,926.40
Cosmetology Board	\$94,575.20
Dental Examiners Board	\$111,819.27
Educational Television Authority	\$183,493.00
Emergency Management Agency	\$146,223.86
Employment Security Department	\$166,657.10
Engineers and Land Surveyors	\$87,752.95
Environmental Quality Department	\$165,581.55
Finance and Administration Department	\$213,486.40
Fire Academy	\$115,120.11
Forestry Commission	\$144,703.14
Funeral Services Board	\$72,310.15
Gaming Commission	\$139,175.04
Geologist Board	\$92,160.17
Grand Gulf Military Monument Commission	\$72,218.45
Health Board	\$253,550.13
Human Services Department	\$226,351.86
Information Technology Services Department	\$212,574.38
Judicial Performance Commission	\$129,642.98
Library Commission	\$127,904.54
Marine Resources Department	\$135,720.54
Medicaid Division	\$237,909.54
Medical Licensure Board	\$200,000.00
Mental Health Department	\$196,062.59
Military Department	\$184,013.45
Mississippi Development Authority	\$219,698.48

\*These recommendations are derived from salary survey data. Implementation would be subject to Legislative action and all applicable laws including Mississippi Code Annotated Section 25-3-39

Agency Head Maximum Salary\*

Agency	CY 2022 Maximum Salary
Mississippi Veterans Affairs	\$157,172.51
Motor Vehicle Commission	\$94,900.00
Nursing Board	\$140,477.58
Nursing Home Administrators Board	\$91,008.08
Oil and Gas Board	\$142,996.33
Pat Harrison Waterway District	\$119,753.41
Pearl River Valley Water Supply District	\$135,674.22
Personnel Board	\$169,244.69
Pharmacy Board	\$172,684.51
Physical Therapy Board	\$72,218.45
Psychology Board	\$72,218.45
Public Accountancy Board	\$126,385.53
Public Contractors Board	\$121,347.10
Public Employees' Retirement System	\$357,636.03
Public Safety Department	\$179,339.97
Public Service Commission	\$125,625.34
Public Utilities Staff	\$160,804.00
Real Estate and Appraisers Commission	\$131,611.73
Rehabilitation Services Department	\$162,480.12
Revenue Department	\$194,729.23
Social Workers/Marriage/Family Therapist Board	\$101,219.27
Soil and Water Conservation Commission	\$118,620.00
Tax Appeals Board	\$145,733.48
Tombigbee River Valley Water Management District	\$119,753.41
Transportation Department	\$206,145.26
Veterans' Home Purchase Board	\$137,048.57
Wildlife, Fisheries, and Parks Department	\$159,671.22
Workers' Compensation Commission - Chairman	\$158,074.17
Workers' Compensation Commission - Executive Director and Admin Judge	\$131,644.73
Workers' Compensation Commission - Member	\$143,703.79

\*These recommendations are derived from salary survey data. Implementation would be subject to Legislative action and all applicable laws including Mississippi Code Annotated Section 25-3-39