The State of Mississippi does not have a state department of labor. As such, there is no state minimum wage. Mississippi adheres to the federal minimum wage, which is $7.25 per hour. The Mississippi Department of Employment Security (MDES) does not enforce the federal minimum wage. The United States Department of Labor enforces the Fair Labor Standards Act (FLSA), which sets basic minimum wage and overtime pay standards. These standards are enforced by the Department's Wage and Hour Division.

**Table 1. Distribution of Mississippi Workers Earning Less Than $15.00 per Hour**

<table>
<thead>
<tr>
<th>Hourly Earnings</th>
<th>Average Number of Mississippi Earners</th>
</tr>
</thead>
<tbody>
<tr>
<td>$7.25</td>
<td>26,431</td>
</tr>
<tr>
<td>$7.26 to $7.50</td>
<td>11,400</td>
</tr>
<tr>
<td>$7.51 to $8.00</td>
<td>28,060</td>
</tr>
<tr>
<td>$8.01 to $8.50</td>
<td>21,049</td>
</tr>
<tr>
<td>$8.51 to $9.00</td>
<td>33,006</td>
</tr>
<tr>
<td>$9.01 to $9.50</td>
<td>15,979</td>
</tr>
<tr>
<td>$9.51 to $10.00</td>
<td>49,773</td>
</tr>
<tr>
<td>$10.01 to $11.00</td>
<td>50,105</td>
</tr>
<tr>
<td>$11.01 to $12.00</td>
<td>48,611</td>
</tr>
<tr>
<td>$12.01 to $13.00</td>
<td>42,213</td>
</tr>
<tr>
<td>$13.01 to $14.00</td>
<td>34,681</td>
</tr>
<tr>
<td>$14.01 to $15.00</td>
<td>53,990</td>
</tr>
</tbody>
</table>

*Note: This table presents estimates of the average number of Mississippians earning less $15.00 per hour from 2016-2021. Annual estimates are based on a sample of Mississippi workers surveyed by the U.S. Census Bureau. Earnings for self-employed workers are not included. Source: U.S. Census Bureau, 2021-BLS*
Flow of Programs at MDES

MDES Programs
- WIOA Title I - Adult Dislocated Worker and Youth Training
- Senior Community Service Employment Program
- Apprenticeship Grant
- Opioid Grant
- Trade Benefits, Training, Other
- Wagner Peyser Employment Services
- Jobs for Veterans State Grant
- TANF Work Search
- Workforce Opportunity Tax Credit
- Labor Market Information
- Labor Certification
- Workforce Data Quality Initiative
- Unemployment Insurance
- Reemployment Services and Eligibility Assessments

Subrecipients
- Delta LWDA
- SouthCentral MS Works LWDA
- Twin Districts LWDA
- MS Partnership LWDA
- Governor’s Discretionary

MDES Employer Tax Collections
- Unemployment Insurance Trust Fund
- State Workforce Investment Board (SWIB) Admin
- Workforce Enhancement Training Fund
- Mississippi Works Fund

State of Mississippi Employer Unemployment Insurance Contributions
- .20% of 1st $14,000 of Taxable Wages
  - 5%
  - 75%
  - 20%

* LWDA receive 85% of Adult and Youth Funds and 60% of Dislocated Worker Funds
** 10% of Adult, Youth, and Dislocated Worker Funds are reserved for Governor’s Discretionary projects.