



STENNIS INSTITUTE

1976 - 2026

CELEBRATING 50 YEARS
OF PUBLIC SERVICE



2025 MML SALARY & BENEFITS SURVEY FULL REPORT



FORWARD

On behalf of the staff, research fellows, and students of The John C. Stennis Institute of Government and Community Development at Mississippi State University, I would like to present to you our latest installment of the First Responder Salary and Benefits Survey, a collaborative effort between the Stennis Institute, the Mississippi Municipal League, and the Mississippi Association of Supervisors.

Based at our state's land grant university, the Stennis Institute is often referred to as Mississippi's think tank, but the Stennis Institute is much more. We are frequently called upon to provide technical assistance and consultation to state officials, local governments and community leaders regarding political, governmental, and economic/community development matters. Our mission is to enhance the capacities of state and local officials to deal effectively with today's challenges regarding many issues. The Stennis Institute delivers a wide array of services and technical assistance to municipalities, counties, and government agencies, responding to the ever-changing political and economic environment.

The Stennis Institute performs a threefold mission: (1) to enhance the efficiency and effectiveness of Mississippi state and local governments through basic and applied research, training, technical assistance, and service; (2) to provide technical assistance and research for both rural development in Mississippi and regional activities in the Southeast; and (3) to promote civic education and citizen involvement in the political process.

I hope you benefit from the extensive efforts of the Institute's staff in your time studying this installment of the First Responder Salary and Benefits Survey. Should you have any questions regarding the information contained herein, please do not hesitate to contact the Stennis Institute at 662-325-3328. Thank you for taking an interest in this work and for all you do to make a better Mississippi.



Dr. J "Dallas" Breen
Stennis Institute Executive Director

SPECIAL THANKS...



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ORGANIZATIONAL & COMPENSATION ANALYSIS OVERVIEW

Personnel matters are of central importance to the operation of today's municipal government. Indeed, the efficiency and effectiveness of a municipal government sits squarely on the shoulders of its personnel system. These systems marked by arbitrary compensation levels, capricious decisions regarding promotion and termination, or wildly disparate management styles can cripple a municipality's operation and lead to poor service delivery. In the past, many municipal governments have operated with only rudimentary personnel systems, or in some cases, without a personnel system of any type. As increased citizen expectations related to the volume and quality of municipal service delivery increase the need for fair and equitable personnel systems increases as well.

As part of its legislatively funded mission to supply targeted technical research and assistance to local governments, the Stennis Institute actively conducts personnel and compensation analysis for Mississippi municipalities and counties. In general, the objectives of these efforts are to develop:

- *An analysis of current wage and salary levels in terms of the external labor market. This analysis often includes conducting a wage and salary survey of other counties and municipalities within the local labor market.*
- *Design of a compensation plan for possible implementation by the governing authorities of the organization. This plan will include local labor market conditions that may impact turnover rate and any other factors associated with the local labor force.*
- *Design of a plan for implementing wage and salary levels for newly created positions within the city or county's organizational structure.*
- *The development of a set of cost estimates for implementing the compensation plan, if adopted by local governing authorities.*

The Institute actively uses the national O*NET job analysis and classification system, not only to inform the analysis of the knowledge, skills and abilities necessary to perform each occupational position within the organization, but to also provide comparable, real-time salary data (updated every three months) as provided by state departments of labor (or equivalent organizations) to the United States Department of Labor, and various state and national statistical entities, including the Bureau of the Census, the Bureau of Labor Statistics (BLS), and the Bureau of Economic Analysis (BEA). O*NET data, since it provides comparable specific wage and salary data from jurisdictions throughout the country keyed to job classifications throughout the spectrum of both public and private employment, is an invaluable tool in assessing and designing compensation plans.

Services provided by the Institute are always targeted toward the needs of the municipality and are generally conducted through a contractual arrangement between the Institute and the municipality. In most cases, the contracting party supports the Institute's work by providing funds to cover the incremental costs associated with the successful performance of tasks outlined in a "scope of work" document, a jointly developed appendix to a standard contract outlining the deliverables and respective responsibilities of both parties throughout the course of the agreement.

COMPENSATION ANALYSIS

Determining the proper compensation for an employee is not a straightforward process. Many different methods and theories abound, each promising, with the application of a formula or through the use of a survey, to produce a correct compensation "figure". Practical experience with the process of determining compensation for employees belies this simple concept. Often, the best results are achieved through an amalgamation of several different methods of compensation analysis.

In many organizations, management unilaterally determines the pay to be offered to employees. This does not imply, however, that management has complete control in setting pay levels. There are three constraints on the ability of management to determine pay levels: the external labor market, internal equity, and the organizational hierarchy.

- *Classical economics teaches that labor is like any other commodity or product, and therefore has a market. Within this market, the forces of supply and demand work to produce a "price" for different positions. For example, due to the heavy demand for truck drivers from the growing trucking industry, the number of available positions in this industry has increased. Since there are a relatively short supply of an available labor force with the corresponding knowledge, skills, and abilities able to fill these*

positions, the "price" of a truck driver has also increased in recent years. This "price" is simply the hourly wage or the fixed salary that an organization must offer a person to fill the requisite position- the position's compensation; simply, the external labor market must be considered when developing competitive and equitable compensation plans.

- *The second constraint on management is the concept of internal equity. This concept refers to the principles that a position in one area of the organization should be offered the same level of compensation as that same position in another area of the same organization. Within a municipality, for example, given similar job tasks, an administrative assistant in the Mayor's Office should have pay equity with a similarly situated administrative assistant in the Public Works Department. Ignoring internal equity concerns can lead to high turnover and low morale amount employees.*
- *The third constraint on management is the organizational hierarchy. In a hierarchical organization, it is vital that managers have a greater level of compensation than the subordinates they supervise. Ignoring issues related to organizational hierarchy can lead to poor management performance and reduced motivation among employees.*

EXTERNAL LABOR MARKET

In developing compensation plans for county and municipal governments, salary survey instruments developed by the Institute are distributed to organizations that are either in the city's local labor market or are comparable to the municipality or county under review. Factors used to determine comparability to other cities and counties include population ($\pm 25\%$) annual general fund budget, number of employees, and types of services offered to the public. All survey results are verified and standardized in format by Institute staff. In cases where only a range was reported for a specific position, the average of the high and low salary listings is used in the computations.

INTERNAL JOB MARKET

The place of a given job's rank within an organizational value system is reflected in the position's compensation, particularly in the form of a base rate or range of pay. With local governments existing in competitive labor markets, systems that establish the relative value of positions are important to both employees and management, as they establish the basis for equity, at least in a traditional sense.

Within public organizations, job hierarchies and organizational structure are used for more than simply determining compensation. Both serve as general guides in recruitment and selection of employees; further, establishing job evaluation systems related to hierarchy and organizational structure can be an important tool in:

- *Redesigning organizational processes.*
- *May assist management in career planning, training and professional development; and*
- *May provide guidance in job assignments and during times of reductions in force.*

The essence of internal job evaluation is the rating or ranking of jobs by their relative worth to the organization and is composed of a variety of job evaluation factors. Technically, these factors need to:

- *Be present in varying degree relative to individual jobs,*
- *Be minimized in number,*
- *Be discrete in meaning in order to avoid double weighting, and*
- *Be known (to some degree) for all positions in the system.*

Finally, each identified factor must measure individual aspects of the position itself, rather than the incumbent holding the position within an organization.

Some of the most commonly used factors include:

- *Job requirements,*
- *Responsibility,*
- *Working conditions,*
- *Physical demands,*
- *Difficulty of work, both intellectually, physically, and emotionally,*
- *Nature and degree of required personal relationships, and*
- *Leadership and management requirements.*

GRADE & STEP SYSTEMS

Most compensation plans designed by the Institute are based on a standard format utilizing a grade and step system (presented on the next page), which helps to provide stability in an organization's overall compensation system. The plan itself is based upon the premise of providing the current minimum wage at Grade One Step One; all other grades and steps are calculated from this base level. An increase in grade represents a ten percent (10%) increase in compensation, while an increase to a higher step within each grade represents a three percent (3%) increase in compensation.

Positions are placed on a grade within the plan using data returned through internal and external data collection; each position is placed so that its compensation is appropriate for the "rank" of the position with the

organizational structure. Individual employees are assigned to a specific step within the grade associated with their current position, based upon their current annual wage and the length of their tenure with the organization. Proposed salaries are never lower than the employee's current rate of pay; each position receives at least a small increase to properly assign the employee to an exact step on the pay scale. Every effort is made to maintain internal pay equity between comparable positions, and further, to standardize wages among similar positions to the greatest extent possible.

IMPLEMENTATION

Implementation of a compensation plan rests within the authority of the governing body of the organization; the plan itself exists as a guide or frame work that can be used to guide current and future personnel and compensation decisions. Almost all plans developed by the Institute, when they are released and accepted by a local Board (or governing authorities), are adjusted by Board action to reflect the Board's thoughts and feelings regarding specific local conditions inherent within the organization. Personnel plans developed by the Institute should exist as 'living documents', and continually evolve with the organization over time in order to retain their value. In some cases, plans may need to be reviewed periodically to account for changes in the external labor market, and to ensure continued commitment to maintaining external and internal equity among positions.

SURVEY RESPONDENTS

Alphabetically

SURVEY RESPONDENTS

Population Groups*

Aberdeen	Eupora	Noxapater
Amory	Flora	Ocean Springs
Arcola	Florence	Olive Branch
Batesville	Forest	Osyka
Bay Springs	Fulton	Oxford
Bay St. Louis	Gautier	Pascagoula
Biloxi	Georgetown	Pearl
Blue Mountain	Glen	Pelahatchie
Blue Springs	Gloster	Petal
Boyle	Golden	Pittsboro
Braxton	Gulfport	Pontotoc
Brookhaven	Hatley	Poplarville
Brooksville	Hernando	Prentiss
Bruce	Horn Lake	Ripley
Byram	Jackson	Sardis
Calhoun City	Jonestown	Sebastopol
Canton	Jumpertown	Senatobia
Carthage	Kosciusko	Sherman
Cary	Laurel	Sidon
Clarksdale	Leakesville	Smithville
Collins	Learned	Southaven
Columbus	Liberty	Starkville
Corinth	Louisville	Stonewall
Crosby	Maben	Summit
Crystal Springs	Magnolia	Sumrall
Decatur	Mantachie	Sylvarena
DeKalb	Marietta	Taylor
Derma	Meridian	Thaxton
Diamondhead	Moorhead	Tremont
D'Iberville	Morgan City	Tupelo
D'Lo	Natchez	Utica
Dumas	Nettleton	Verona
Edwards	New Albany	Vicksburg
Ellisville	New Augusta	Waveland
Enterprise	Newton	Waynesboro
		Winstonville

Over 30,000 Residents	
Jackson	153,701
Gulfport	72,926
Southaven	54,648
Biloxi	49,449
Olive Branch	46,466
Tupelo	37,926
Meridian	35,052

10,000 to 29,999 Residents	
Pearl	27,115
Horn Lake	27,000
Oxford	25,416
Starkville	24,360
Columbus	24,084
Pascagoula	22,010
Vicksburg	21,573
Gautier	19,024
Ocean Springs	18,429
Laurel	17,161
Hernando	17,138
Clarksdale	14,903
Corinth	14,622
Natchez	14,520
D'Iberville	12,721
Byram	12,666
Brookhaven	11,674
Bay St. Louis	11,229
Petal	11,010
Canton	10,948

5,000 to 9,999 Residents	
Diamondhead	9,800
Senatobia	8,354
New Albany	7,626
Batesville	7,523
Waveland	7,210
Kosciusko	7,114
Amory	6,666
Louisville	6,000
Pontotoc	5,640
Ripley	5,462
Forest	5,430

1,000 to 4,999 Residents	
Aberdeen	4,961
Carthage	4,901
Crystal Springs	4,862
Ellisville	4,652
Florence	4,572
Waynesboro	4,567
Fulton	4,542
Leakesville	3,775
Newton	3,373
Poplarville	2,833
Verona	2,792
Collins	2,342
Eupora	2,152
Decatur	1,945
Moorhead	1,937
Nettleton	1,935
Magnolia	1,883
Sumrall	1,765
Sardis	1,748
Bruce	1,707
Bay Springs	1,670
Flora	1,647
Calhoun City	1,533
Summit	1,505
Pelahatchie	1,272
Mantachie	1,121

0 to 999 Residents	
Edwards	995
Prentiss	976
Jonestown	962
Derma	957
Blue Mountain	948
Brooksville	915
Gloster	897
Stonewall	879
Sherman	850
DeKalb	836
Maben	771
Smithville	717
Thaxton	692
Utica	636
Boyle	600
Liberty	560
New Augusta	554
Taylor	498
Enterprise	496
Hatley	495
Noxapater	472
Dumas	471
Tremont	467
Blue Springs	436
Jumpertown	450
Osyka	420
Glen	382
D'Lo	373
Sidon	311
Arcola	304
Crosby	302
Georgetown	300
Sebastopol	266
Marietta	256
Cary	241
Morgan City	207
Golden	192
Braxton	186
Pittsboro	157
Winstonville	153
Sylvarena	87
Learned	56



SALARY STATISTICS

ELECTED OFFICIALS (ALPHABETICAL)

Municipality	Population	Elected Officials							
		Mayor Full-Time/ Part-Time	Mayor Salary	Elected Official Title	Elected Official Salary	Clerk of the Council Elected/Appointed	Clerk of the Council Salary	City Clerk Elected/ Appointed	City Clerk Salary
Aberdeen	4,961	Part-Time	\$44,000.00	Alderman	\$9,600.00	Appointed	\$57,000.00	Appointed	\$57,000.00
Amory	6,666	Full-Time	\$82,741.36	Alderman	\$16,068.27			Appointed	\$81,411.20
Arcola	304	Full-Time	\$9,660.00	Alderman	\$1,200.00			Appointed	\$26,844.48
Batesville	7,523	Part-Time	\$60,257.60	Alderman	\$26,011.56			Appointed	\$71,760.00
Bay Springs	1,670	Full-Time	\$55,541.04	Alderman	\$15,227.04			Appointed	\$55,541.04
Bay St. Louis	11,229	Full-Time	\$80,376.00	Council	\$16,800.00	Appointed	\$41,824.00		\$97,650.00
Biloxi	49,449	Full-Time	\$115,898.19	Council	\$29,648.37	Appointed	\$61,267.00	Appointed	\$73,641.16
Blue Mountain	948	Part-Time	\$9,903.00	Alderman	\$18,000.00			Appointed	\$41,600.00
Blue Springs	436	Part-Time	\$4,200.00	Alderman	\$2,040.00	Elected		Appointed	\$9,500.00
Boyle	600	Part-Time	\$2,772.00	Alderman	\$2,205.00	Appointed	\$24,900.00	Appointed	\$49,316.80
Braxton	186	Part-Time	\$1,200.00	Alderman	\$600.00			Appointed	\$20,800.00
Brookhaven	11,674	Full-Time	\$81,000.00	Alderman	\$18,816.24			Appointed	\$62,441.52
Brooksville	915	Part-Time	\$18,453.12	Alderman	\$9,180.60			Appointed	\$42,126.01
Bruce	1,707	Part-Time	\$24,000.00	Alderman	\$4,200.00			Appointed	\$59,850.44
Byram	12,666	Part-Time	\$30,000.00	Alderman	\$20,000.00			Appointed	\$100,000.00
Calhoun City	1,533	Part-Time	\$20,400.00	Alderman	\$3,600.00			Appointed	\$59,802.00
Canton	10,948	Full-Time	\$60,000.00	Alderman	\$23,000.00			Appointed	\$71,925.00
Carthage	4,901	Full-Time	\$50,565.06	Alderman	\$6,000.00			Appointed	\$95,000.00
Cary	241	Part-Time	\$600.00	Alderman	\$360.00			Elected	\$28,800.00
Clarksdale	14,903	Full-Time	\$122,422.04	Commisioner	\$46,650.00			Appointed	\$68,000.00
Collins	2,342	Full-Time	\$75,200.00	Alderman	\$19,200.00			Appointed	\$73,200.00
Columbus	24,084	Full-Time	\$86,104.20	Council	\$26,265.00	Appointed	\$77,000.00	Appointed	\$106,000
Corinth	14,622	Full-Time	\$103,000.00	Alderman	\$23,311.86			Appointed	\$78,000.00
Crosby	302	Full-Time	\$8,000.00	Alderman	\$1,092.00	Appointed	\$12,000.00	Appointed	\$2,000.00
Crystal Springs	4,862	Full-Time	\$41,081.00	Alderman	\$7,502.00			Appointed	\$52,500.00
Decatur	1,945	Part-Time	\$8,700.00	Alderman	\$3,300.00			Appointed	\$41,579.20
DeKalb	836	Part-Time	\$16,392.00	Alderman	\$8,532.00			Appointed	\$46,573.00
Derma	957	Part-Time	\$6,600.00	Alderman	\$3,600.00			Appointed	\$34,579.20
Diamondhead	9,800	Part-Time	\$15,000.00	Council	\$5,000.00			Appointed	\$70,014.00
D'Iberville	12,721	Part-Time	\$77,447.00	Council	\$28,302.00			Appointed	\$87,068.00
D'Lo	373	Part-Time	\$6,000.00	Alderman	\$1,200.00			Appointed	\$22,464.00
Dumas	471	Part-Time	\$2,400.00	Alderman	\$600.00			Appointed	\$6,000.00
Edwards	995	Part-Time	\$7,800.00	Alderman	\$4,800.00			Appointed	\$44,000.00
Ellisville	4,652	Full-Time	\$40,000.00	Alderman	\$12,000.00	Appointed	\$51,000.00		
Enterprise	496	Part-Time	\$5,400.00	Alderman	\$2,400.00			Appointed	\$41,548.00
Eupora	2,152	Part-Time	\$18,000.00	Alderman	\$4,800.00	Appointed	\$46,592.00	Appointed	\$46,592.00

ELECTED OFFICIALS (ALPHABETICAL)

Municipality	Population	Elected Officials							
		Mayor Full-Time/ Part-Time	Mayor Salary	Elected Official Title	Elected Official Salary	Clerk of the Council Elected/Appointed	Clerk of the Council Salary	City Clerk Elected/ Appointed	City Clerk Salary
Flora	1,647	Full-Time	\$60,000.00	Alderman	\$6,600.00			Elected	\$59,000.00
Florence	4,572	Part-Time	\$25,000.00	Alderman	\$13,250.00			Appointed	\$80,000.00
Forest	5,430								
Fulton	4,542	Full-Time	\$55,166.00	Council	\$15,237.00			Appointed	\$44,000.00
Gautier	19,024	Part-Time	\$16,200.00	Council	\$15,000.00			Appointed	\$80,000.00
Georgetown	300	Part-Time	\$12,000.00	Alderman	\$2,049.60			Appointed	\$29,000.00
Glen	382							Appointed	\$8,400.00
Gloster	897	Full-Time	\$27,377.96	Alderman	\$6,000.00			Appointed	\$49,920.00
Golden	192	Part-Time	\$3,000.00	Alderman	\$3,000.00	Appointed	\$37,100.80		
Gulfport	72,926	Full-Time	\$120,252.60	Council	\$36,075.78		\$66,589.12		\$65,794.56
Hatley	495	Full-Time	\$3,000.00	Alderman	\$900.00	Appointed		Appointed	\$54,000.00
Hernando	17,138	Full-Time	\$109,208.00	Alderman	\$17,667.00			Appointed	\$86,940.00
Horn Lake	27,000	Full-Time	\$74,692.80	Council	\$19,066.40			Appointed	\$86,403.20
Jackson	153,701	Full-Time	\$119,999.36	Council	\$24,999.52	Appointed	\$77,304.24	Appointed	\$73,147.36
Jonestown	962	Part-Time	\$18,000.00	Alderman	\$6,144.00			Appointed	\$39,520.00
Jumpertown	450	Part-Time	\$4,200.00	Alderman	\$1,200.00			Appointed	\$29,120.00
Kosciusko	7,114	Full-Time	\$75,000.00	Alderman	\$12,230.00	Appointed		Appointed	\$70,000.00
Laurel	17,161	Full-Time	\$78,749.84	Council	\$19,950.06	Appointed	\$59,012.10	Appointed	\$80,971.80
Leakesville	3,775	Part-Time	\$9,600.00	Alderman	\$600.00	Appointed	\$0.00	Appointed	\$43,000.00
Learned	56	Part-Time	\$900.00	Alderman	\$596.00	Appointed		Appointed	\$1,200.00
Liberty	560	Full-Time	\$31,600.00	Alderman	\$3,600.00			Appointed	\$44,560.00
Louisville	6,000	Full-Time	\$92,639.04	Alderman	\$25,053.34			Appointed	\$56,238.00
Maben	771	Part-Time	\$12,000.00	Alderman	\$6,000.00			Appointed	\$52,832.00
Magnolia	1,883		\$35,000.16	Alderman	\$14,896.32			Appointed	\$52,409.04
Mantachie	1,121	Part-Time	\$3,000.00	Alderman	\$720.00			Appointed	\$35,360.00
Marietta	256	Full-Time	\$1,200.00	Alderman	\$600.00			Appointed	\$18,000.00
Meridian	35,052	Full-Time	\$80,000.00	Council	\$27,000.00	Appointed	\$51,589.00	Appointed	\$100,000.00
Moorhead	1,937		\$13,452.00		\$14,400.00				\$38,000.00
Morgan City	207	Part-Time	\$2,400.00	Alderman	\$180.00				\$4,200.00
Natchez	14,520	Full-Time	\$94,390.00	Alderman	\$24,083.00	Appointed		Appointed	\$90,745.00
Nettleton	1,935	Full-Time	\$57,593.95	Alderman	\$6,000.00			Appointed	\$55,451.03
New Albany	7,626	Full-Time	\$86,500.00	Alderman	\$18,113.90			Appointed	\$34,424.08
New Augusta	554	Part-Time	\$9,000.00	Alderman	\$4,200.00			Appointed	\$41,000.00
Newton	3,373	Part-Time	\$35,000.00	Alderman	\$15,000.00			Appointed	\$60,000.00
Noxapater	472	Part-Time	\$7,680.00	Alderman	\$4,950.00	Appointed		Appointed	\$21,096.00
Ocean Springs	18,429	Full-Time	\$92,506.70	Alderman	\$21,609.72			Appointed	\$85,300.80

ELECTED OFFICIALS (ALPHABETICAL)

Municipality	Population	Elected Officials							
		Mayor Full-Time/ Part-Time	Mayor Salary	Elected Official Title	Elected Official Salary	Clerk of the Council Elected/Appointed	Clerk of the Council Salary	City Clerk Elected/ Appointed	City Clerk Salary
Olive Branch	46,466	Full-Time	\$156,790.40	Alderman	\$26,654.28			Appointed	\$94,140.80
Osyka	420	Full-Time	\$2,400.00	Alderman	\$1,200.00			Appointed	\$33,600.00
Oxford	25,416	Full-Time	\$125,000.00	Alderman					\$120,000.00
Pascagoula	22,010	Part-Time	\$17,418.00	Council	\$15,966.00			Appointed	\$75,023.00
Pearl	27,115	Full-Time	\$98,000.00	Alderman	\$20,000.00			Appointed	\$85,000.00
Pelahatchie	1,272	Part-Time	\$7,800.00	Alderman	\$7,200.00			Appointed	\$52,000.00
Petal	11,010	Full-Time	\$60,000.00	Alderman	\$12,000.00			Appointed	\$67,000.00
Pittsboro	157	Part-Time	\$6,000.00	Alderman	\$3,000.00			Appointed	\$21,000.00
Pontotoc	5,640	Full-Time	\$8,4972.33	Alderman	\$13,374.23			Appointed	\$66,452.40
Poplarville	2,833	Part-Time	\$15,000.00	Council	\$9,999.86	Appointed	\$20,891.00	Elected	\$58,656.00
Prentiss	976	Full-Time	\$35,360.00	Alderman	\$8,400.00			Appointed	\$34,320.00
Ripley	5,462	Full-Time	\$50,000.00	Alderman	\$19,739.00			Appointed	\$42,640.00
Sardis	1,748	Part-Time	\$15,600.00	Alderman	\$7,200.00			Appointed	\$47,000.00
Sebastopol	266	Part-Time	\$15,600.00	Alderman	\$12,000.00			Appointed	\$36,313.80
Senatobia	8,354	Part-Time	\$45,000.02	Alderman	\$18,000.06			Appointed	\$72,999.94
Sherman	850	Part-Time	\$11,241.42	Alderman	\$4,298.19			Appointed	\$58,656.00
Sidon	311	Part-Time	\$8,400.00	Alderman	\$2,400.00			Appointed	\$6,000.00
Smithville	717	Part-Time	\$3,600.00	Alderman	\$1,224.00			Appointed	\$36,400.00
Southaven	54,648	Full-Time	\$150,000.00	Alderman	\$23,180.00			Appointed	\$98,000.00
Starkville	24,360	Full-Time	\$95,097.60	Alderman	\$22,172.80			Appointed	\$95,222.40
Stonewall	879	Part-Time	\$6,000.00	Council	\$2,400.00			Appointed	\$35,755.00
Summit	1,505	Part-Time	\$17,640.00	Council	\$9,084.00			Appointed	\$54,074.00
Sumrall	1,765	Part-Time	\$15,000.00	Alderman	\$6,000.00			Appointed	\$62,000.00
Sylvarena	87	Part-Time	\$0.00	Alderman	\$0.00			Appointed	\$0.00
Taylor	498	Part-Time	\$6,000.00	Alderman		Appointed	\$6,000.00	Appointed	\$2,400.00
Thaxton	692	Part-Time	\$1,800.00	Alderman	\$1,200.00	Appointed		Appointed	\$4,500.00
Tremont	467	Full-Time		Alderman		Appointed		Appointed	\$29,664.00
Tupelo	37,926	Full-Time	\$105,000.00	Council	\$20,000.00		\$58,174.22	Appointed	\$117,291.00
Utica	636	Part-Time	\$5,160.00	Alderman	\$1,800.00			Appointed	\$39,240.50
Verona	2,792	Part-Time	\$16,920.00	Alderman	\$9,900.00			Appointed	\$50,000.00
Vicksburg	21,573	Full-Time	\$126,520.13	Council	\$87,781.41			Appointed	\$87,766.40
Waveland	7,210	Full-Time	\$77,000.00	Alderman	\$17,600.00			Appointed	\$72,500.00
Waynesboro	4,567	Part-Time	\$18,000.00	Alderman	\$8,400.00			Appointed	\$63,126.00
Winstonville	153	Full-Time	\$19,200.00	Alderman	\$900.00	Appointed		Appointed	\$18,720.00

ELECTED OFFICIALS (POPULATION)

Municipality	Population	Elected Officials							
		Mayor Full-Time/ Part-Time	Mayor Salary	Elected official title	Elected Official Salary	Clerk of the Council Elected/Appointed	Clerk of the Council Salary	City Clerk Elected/ Appointed	City Clerk Salary
Jackson	153,701	Full-Time	\$119,999.36	Council	\$24,999.52	Appointed	\$77,304.24	Appointed	\$73,147.36
Gulfport	72,926	Full Time	\$120,252.60	Council	\$36,075.78		\$66,589.12		\$65,794.56
Southaven	54,648	Full Time	\$150,000.00	Alderman	\$23,180.00			Appointed	\$98,000.00
Biloxi	49,449	Full Time	\$115,898.00	Council	\$29,648.37	Appointed	\$61,267.00	Appointed	\$73,641.16
Olive Branch	46,466	Full-Time	\$156,790.40	Alderman	\$26,654.28			Appointed	\$94,140.80
Tupelo	37,926	Full-Time	\$105,000.00	Council	\$20,000.00		\$58,174.22	Appointed	\$117,291.00
Meridian	35,052	Full-Time	\$80,000.00	Council	\$27,000.00	Appointed	\$51,589.00	Appointed	\$100,000.00
Pearl	27,115	Full-Time	\$98,000.00	Alderman	\$20,000.00			Appointed	\$85,000.00
Horn Lake	27,000	Full-Time	\$74,692.80	Council	\$19,066.40			Appointed	\$86,403.20
Oxford	25,416	Full-Time	\$125,000.00	Alderman					\$120,000.00
Starkville	24,360	Full-Time	\$95,097.60	Alderman	\$22,172.80			Appointed	\$95,222.40
Columbus	24,084	Full-Time	\$86,104.20	Council	\$26,265.00	Appointed	\$77,000.00	Appointed	\$106,000.00
Pascagoula	22,010	Part-Time	\$17,418.00	Council	\$15,966.00			Appointed	\$75,023.00
Vicksburg	21,573	Full-Time	\$120,520.13	Council	\$87,781.41			Appointed	\$87,766.40
Gautier	19,024	Part-Time	\$16,200.00	Council	\$15,000.00			Appointed	\$80,000.00
Ocean Springs	18,429	Full-Time	\$92,506.70	Alderman	\$21,609.72			Appointed	\$85,300.80
Laurel	17,161	Full-Time	\$78,749.84	Council	\$19,950.06	Appointed	\$59,012.10	Appointed	\$80,971.80
Hernando	17,138	Full-Time	\$109,208.00	Alderman	\$17,667.00			Appointed	\$86,940.00
Clarksdale	14,903	Full Time	122,422.04	Commisioner	\$46,650.00			Appointed	\$68,000.00
Corinth	14,622	Full-Time	\$103,000.00	Alderman	\$23,311.86			Appointed	\$78,000.00
Natchez	14,520	Full-Time	\$94,390.00	Alderman	\$24,083.00	Appointed		Appointed	\$90,745.00
D'Iberville	12,721	Part-Time	\$77,447.00	Council	\$28,302.00			Appointed	\$87,068.00
Byram	12,666	Part-Time	\$30,000.00	Alderman	\$20,000.00			Appointed	\$100,000.00
Brookhaven	11,674	Part-Time	\$81,000.00	Alderman	\$18,816.24			Appointed	\$62,441.52
Bay St. Louis	11,229	Full-Time	\$80,376.00	Council	\$16,800.00	Appointed	\$41,824.00		\$97,650.00
Petal	11,010	Full-Time	\$60,000.00	Alderman	\$12,000.00			Appointed	\$67,000.00
Canton	10,948	Full-Time	\$60,000.00	Alderman	\$23,000.00			Appointed	\$71,925.00
Diamondhead	9,800	Part-Time	\$15,000.00	Council	\$5,000.00			Appointed	\$70,014.00
Senatobia	8,354	Part-Time	\$45,000.02	Alderman	\$18,000.06			Appointed	\$72,999.94
New Albany	7,626	Full-Time	\$86,500.00	Alderman	\$18,113.90			Appointed	\$34,424.08
Batesville	7,523	Part-Time	\$60,257.60	Alderman	\$26,011.56			Appointed	\$71,760.00
Waveland	7,210	Full-Time	\$77,000.00	Alderman	\$17,600.00			Appointed	\$72,500.00
Kosciusko	7,114	Full-Time	\$75,000.00	Alderman	\$12,230.00	Appointed		Appointed	\$70,000.00
Amory	6,666	Full-Time	\$82,741.36	Alderman	\$16,068.27			Appointed	\$81,411.20
Louisville	6,000	Full-Time	\$92,639.04	Alderman	\$25,053.34			Appointed	\$56,238.00
Pontotoc	5,640	Full-Time	\$84,972.33	Alderman	\$13,374.23			Appointed	\$66,452.40

ELECTED OFFICIALS (POPULATION)

Municipality	Population	Elected Officials							
		Mayor Full-Time/ Part-Time	Mayor Salary	Elected Official Title	Elected Official Salary	Clerk of the Council Elected/Appointed	Clerk of the Council Salary	City Clerk Elected/ Appointed	City Clerk Salary
Ripley	5,462	Full-Time	\$50,000.00	Alderman	\$19,739.00			Appointed	\$42,640.00
Forest	5,430								
Aberdeen	4,961	Part-Time	\$44,000.00	Alderman	\$9,600.00		\$57,000.00	Appointed	\$57,000.00
Carthage	4,901	Full-Time	\$50,565.06	Alderman	\$6,000.00			Appointed	\$95,000.00
Crystal Springs	4,862	Full-Time	\$41,081.00	Alderman	\$7,502.00			Appointed	\$52,500.00
Ellisville	4,652	Full-Time	\$40,000.00	Alderman	\$12,000.00			Appointed	\$51,000.00
Florence	4,572	Part-Time	\$25,000.00	Alderman	\$13,250.00			Appointed	\$80,000.00
Waynesboro	4,567	Part-Time	\$18,000.00	Alderman	\$8,400.00			Appointed	\$63,126.00
Fulton	4,542	Full-Time	\$55,166.00	Council	\$15,237.00			Appointed	\$44,000.00
Leakesville	3,775	Part-Time	\$9,600.00	Alderman	\$600.00	Appointed			\$43,000.00
Newton	3,373	Part-Time	\$35,000.00	Alderman	\$15,000.00			Appointed	\$60,000.00
Poplarville	2,833	Part-Time	\$15,000.00	Council	\$9,999.86	Appointed	\$20,891.00	Elected	\$58,656.00
Verona	2,792	Part-Time	\$16,920.00	Alderman	\$9,900.00			Appointed	\$50,000.00
Collins	2,342	Full-Time	\$75,200.00	Alderman	\$19,200.00			Appointed	\$73,200.00
Eupora	2,152	Part-Time	\$18,000.00	Alderman	\$4,800.00	Appointed	\$46,592.00	Appointed	\$46,592.00
Decatur	1,945	Part-Time	\$8,700.00	Alderman	\$3,300.00			Appointed	\$41,579.20
Moorhead	1,937		\$13,452.00		\$14,400.00				\$38,000.00
Nettleton	1,935	Full-Time	\$57,593.95	Alderman	\$6,000.00			Appointed	\$55,451.03
Magnolia	1,883		\$35,000.16	Alderman	\$14,896.32			Appointed	\$52,409.04
Sumrall	1,765	Part-Time	\$15,000.00	Alderman	\$6,000.00			Appointed	\$62,000.00
Sardis	1,748	Part-Time	\$15,600.00	Alderman	\$7,200.00			Appointed	\$47,000.00
Bruce	1,707	Part-Time	\$24,000.00	Alderman	\$4,200.00			Appointed	\$59,850.44
Bay Springs	1,670		\$55,541.04	Alderman	\$15,227.04			Appointed	\$55,541.04
Flora	1,647	Full-Time	\$60,000.00	Alderman	\$6,600.00			Appointed	\$59,000.00
Calhoun City	1,533	Part-Time	\$20,400.00	Alderman	\$3,600.00			Appointed	\$59,802.00
Summit	1,505	Part-Time	\$17,640.00	Council	\$9,084.00			Appointed	\$54,074.00
Pelahatchie	1,272	Part-Time	\$7,800.00	Alderman	\$7,200.00			Appointed	\$52,000.00
Mantachie	1,121	Part-Time	\$3,000.00	Alderman	\$720.00			Appointed	\$35,360.00
Edwards	995	Part-Time	\$7,800.00	Alderman	\$4,800.00			Appointed	\$44,000.00
Prentiss	976	Full-Time	\$35,360.00	Alderman	\$8,400.00			Appointed	\$34,320.00
Jonestown	962	Part-Time	\$18,000.00	Alderman	\$6,144.00			Appointed	\$39,520.00
Derma	957	Part-Time	\$6,600.00	Alderman	\$3,600.00			Appointed	\$34,579.20
Blue Mountain	948	Part-Time	\$9,903.00	Alderman	\$18,000.00			Appointed	\$41,600.00
Brooksville	915	Part-Time	\$18,453.12	Alderman	\$9,180.60			Appointed	\$42,126.01
Gloster	897	Full-Time	\$27,377.96	Alderman	\$6,000.00			Appointed	\$49,920.00
Stonewall	879	Part-Time	\$6,000.00	Council	\$2,400.00			Appointed	\$35,755.00

ELECTED OFFICIALS (POPULATION)

Municipality	Population	Elected Officials							
		Mayor Full-Time/ Part-Time	Mayor Salary	Elected Official Title	Elected Official Salary	Clerk of the Council Elected/Appointed	Clerk of the Council Salary	City Clerk Elected/ Appointed	City Clerk Salary
Sherman	850	Part-Time	\$11,241.42	Alderman	\$4,298.19			Appointed	\$58,656.00
DeKalb	836	Part-Time	\$16,392.00	Alderman	\$8,532.00			Appointed	\$46,573.00
Maben	771	Part-Time	\$12,000.00	Alderman	\$6,000.00			Appointed	\$52,832.00
Smithville	717	Part-Time	\$3,600.00	Alderman	\$1,224.00			Appointed	\$36,400.00
Thaxton	692	Part-Time	\$1,800.00	Alderman	\$1,200.00	Appointed		Appointed	\$4,500.00
Utica	636	Part-Time	\$5,160.00	Alderman	\$1,800.00			Appointed	\$39,240.50
Boyle	600	Part-Time	\$2,772.00	Alderman	\$2,205.00	Appointed	\$24,900.00	Appointed	\$49,316.80
Liberty	560	Full-Time	\$31,600.00	Alderman	\$3,600.00			Appointed	\$44,560.00
New Augusta	554	Part-Time	\$9,000.00	Alderman	\$4,200.00			Appointed	\$41,000.00
Taylor	498	Part-Time	\$6,000.00	Alderman		Appointed	\$6,000.00	Appointed	\$2,400.00
Enterprise	496	Part-Time	\$5,400.00	Alderman	\$2,400.00			Appointed	\$41,548.00
Hatley	495	Full-Time	\$3,000.00	Alderman	\$900.00	Appointed		Appointed	\$54,000.00
Noxapater	472	Part-Time	\$7,680.00	Alderman	\$4,950.00	Appointed		Appointed	\$21,096.00
Dumas	471	Part-Time	\$2,400.00	Alderman	\$600.00			Appointed	\$6,000.00
Tremont	467	Full-Time		Alderman		Appointed		Appointed	\$29,664.00
Blue Springs	436	Part-Time	\$4,200.00	Alderman	\$2,040.00	Elected		Appointed	\$9,500.00
Jumpertown	450	Part-Time	\$4,200.00	Alderman	\$1,200.00			Appointed	\$29,120.00
Osyka	420	Full-Time	\$2,400.00	Alderman	\$1,200.00			Appointed	\$33,600.00
Glen	382							Appointed	\$8,400.00
D'Lo	373	Part-Time	\$6,000.00	Alderman	\$1,200.00			Appointed	\$22,464.00
Sidon	311	Part-Time	\$8,400.00	Alderman	\$2,400.00			Appointed	\$6,000.00
Arcola	304	Full-Time	\$9,660.00	Alderman	\$1,200.00			Appointed	\$26,844.48
Crosby	302	Full-Time	\$8,000.00	Alderman	\$1,092.00	Appointed	\$12,000.00	Appointed	\$2,000.00
Georgetown	300	Part-Time	\$12,000.00	Alderman	\$2,049.60			Appointed	\$29,000.00
Sebastopol	266	Part-Time	\$15,600.00	Alderman	\$12,000.00			Appointed	\$36,313.80
Marietta	256	Full-Time	\$1,200.00	Alderman	\$600.00			Appointed	\$18,000.00
Cary	241	Part-Time	\$600.00	Alderman	\$360.00			Elected	\$28,800.00
Morgan City	207	Part-Time	\$2,400.00	Alderman	\$180.00				\$4,200.00
Golden	192	Part-Time	\$3,000.00	Alderman	\$12,000.00	Appointed	\$37,100.80		
Braxton	186	Part-Time	\$1,200.00	Alderman	\$600.00			Appointed	\$20,800.00
Pittsboro	157	Part-Time	\$6,000.00	Alderman	\$3,000.00			Appointed	\$21,000.00
Winstonville	153	Full-Time	\$19,200.00	Alderman	\$900.00	Appointed		Appointed	\$18,720.00
Sylvarena	87	Part-Time	\$0.00	Alderman	\$0.00			Appointed	\$0.00
Learned	56	Part-Time	\$900.00	Alderman	\$596.00	Appointed		Appointed	\$1,200.00

ADMINISTRATION (ALPHABETICAL)

Municipality	Population	Administration				
		City Manager	HR Director	Deputy City Clerk	Municipal Court Clerk	Administrative Assistant
Aberdeen	4,961					
Amory	6,666		\$81,411.20	\$48,439.66	\$39,634.40	
Arcola	304					
Batesville	7,523			\$50,169.60	\$36,379.20	\$39,520.00
Bay Springs	1,670			\$33,120.00	\$33,120.00	
Bay St. Louis	11,229		\$48,675.00	\$46,218.00	\$45,033.00	\$41,284.00
Biloxi	49,449	\$110,250.00	\$96,427.32	\$47,018.13	\$90,914.82	\$45,864.00
Blue Mountain	948	\$36,400.00	\$35,360.00	\$41,600.00		
Blue Springs	436					
Boyle	600	\$13,048.54				
Braxton	186			\$12,000.00		
Brookhaven	11,674		\$40,000.00	\$45,323.28	\$40,310.40	
Brooksville	915			\$20,567.04		
Bruce	1,707			\$44,865.60	\$34,944.00	
Byram	12,666		\$53,040.00	\$54,600.00	\$53,771.00	\$34,652.00
Calhoun City	1,533			\$44,288.00	\$31,924.00	
Canton	10,948	\$70,000.00	\$47,250.00	\$44,231.00	\$49,612.00	
Carthage	4,901		\$46,800.00		\$41,787.20	\$37,502.40
Cary	241			\$2,964.00		
Clarksdale	14,903		\$61,618.00	\$56,160.00	\$49,088.00	
Collins	2,342			\$47,980.00	\$46,780.00	\$38,792.00
Columbus	24,084	\$106,000.00	\$77,000.00		\$49,150.00	\$58,350.00
Corinth	14,622		\$42,000.00	\$35,000.00	\$64,256.92	\$39,416.00
Crosby	302			\$2,000.00		
Crystal Springs	4,862			\$31,500.00	\$33,515.00	
Decatur	1,945			\$29,931.00		
DeKalb	836			\$25,501.00	\$9,315.00	
Derma	957			\$28,224.00		
Diamondhead	9,800	\$100,243.00		\$53,045.00	\$54,781.00	\$38,000.00
D'Iberville	12,721	\$142,854.00		\$53,206.00	\$65,707.00	\$55,203.00
D'Lo	373				\$1,200.00	
Dumas	471					
Edwards	995			\$28,761.00		
Ellisville	4,652			\$42,972.00	\$33,342.00	
Enterprise	496					
Eupora	2,152			\$42,500.00	\$36,400.00	

ADMINISTRATION (ALPHABETICAL)

Municipality	Population	Administration				
		City Manager	HR Director	Deputy City Clerk	Municipal Court Clerk	Administrative Assistant
Flora	1,647				\$41,600.00	
Florence	4,572			\$54,392.00	\$55,411.00	
Forest	5,430					
Fulton	4,542			\$37,440.00	\$34,840.00	
Gautier	19,024	\$135,000.00		\$43,160.00	\$42,640.00	
Georgetown	300					
Glen	382					
Gloster	897			\$27,040.00	\$31,200.00	
Golden	192					
Gulfport	72,926	\$125,934.38	\$85,400.90		\$33,412.87	\$32,431.98
Hatley	495					
Hernando	17,138		\$70,990.00	\$63,003.00	\$63,772.00	\$50,003.00
Horn Lake	27,000		\$82,326.40	\$43,700.00	\$80,662.40	\$43,700.00
Jackson	153,701	\$113,767.68	\$88,647.52		\$60,708.96	
Jonestown	962				\$31,158.40	
Jumpertown	450					
Kosciusko	7,114				\$41,600.00	
Laurel	17,161		\$77,160.72	\$46,396.48	\$61,953.58	\$39,212.16
Leakesville	3,775	\$52,000.00			\$21,000.00	
Learned	56					
Liberty	560			\$38,950.00		
Louisville	6,000			\$31,595.20	\$38,646.40	
Maben	771			\$44,265.27		
Magnolia	1,883			\$38,100.48	\$38,100.48	
Mantachie	1,121			\$27,040.00		
Marietta	256					
Meridian	35,052	\$100,000.00	\$86,200.00			
Moorhead	1,937	\$41,007.00		\$30,576.00		\$32,074.12
Morgan City	207					
Natchez	14,520		\$54,804.00	\$39,998.00	\$36,982.00	\$33,000.00
Nettleton	1,935			\$33,627.44		
New Albany	7,626			\$44,788.59	\$42,207.01	\$40,911.70
New Augusta	554				\$36,500.00	
Newton	3,373	\$67,000.00		\$42,000.00	\$35,000.00	
Noxapater	472			\$24,336.00		
Ocean Springs	18,429		\$73,673.60	\$50,440.00	\$41,849.60	\$31,075.20

ADMINISTRATION (ALPHABETICAL)

Municipality	Population	Administration				
		City Manager	HR Director	Deputy City Clerk	Municipal Court Clerk	Administrative Assistant
Olive Branch	46,466		\$94,140.80	\$56,305.60	\$63,876.80	\$52,228.80
Osyka	420					
Oxford	25,416	\$150,000.00	\$125,000.00	\$51,705.00	\$85,000.00	
Pascagoula	22,010	\$108,150.00	\$84,072.00	\$44,886.00	\$53,096.00	\$50,538.00
Pearl	27,115		\$55,000.00	\$50,000.00	\$60,000.00	\$44,000.00
Pelahatchie	1,272			\$41,000.00	\$46,880.00	
Petal	11,010		\$43,000.00	\$50,000.00	\$58,656.00	\$31,200.00
Pittsboro	157					
Pontotoc	5,640			\$54,496.00	\$54,496.00	
Poplarville	2,833			\$37,440.00	\$31,200.00	
Prentiss	976					
Ripley	5,462			\$19,420.00	\$31,720.00	\$19,420.00
Sardis	1,748			\$30,160.00	\$30,160.00	\$29,120.00
Sebastopol	266					
Senatobia	8,354		\$36,337.60	\$56,347.20	\$46,009.60	\$31,803.20
Sherman	850				\$17,674.80	
Sidon	311					
Smithville	717			\$20,800.00		
Southaven	54,648		\$108,000.00	\$64,000.00	\$93,000.00	\$85,000.00
Starkville	24,360		\$114,857.60	\$56,490.72	\$63,273.60	
Stonewall	879				\$18,504.00	
Summit	1,505			\$37,800.00	\$36,000.00	
Sumrall	1,765			\$52,500.00	\$14,000.00	
Sylvarena	87					
Taylor	498				\$3,600.00	
Thaxton	692			\$41,740.00		
Tremont	467					
Tupelo	37,926	\$117,291.00	\$97,495.00	\$95,025.00	\$66,590.00	\$52,062.00
Utica	636			\$28,262.00		
Verona	2,792				\$36,000.00	
Vicksburg	21,573		\$57,000.00	\$51,987.00	\$45,985.76	\$36,483.20
Waveland	7,210		\$39,140.00	\$35,000.00	\$36,335.00	
Waynesboro	4,567		\$41,600.00		\$40,685.00	\$36,400.00
Winstonville	153					

ADMINISTRATION (POPULATION)

Municipality	Population	Administration				
		City Manager	HR Director	Deputy City Clerk	Municipal Court Clerk	Administrative Assistant
Jackson	153,701	\$113,767.68	\$88,647.52		\$60,708.96	
Gulfport	72,926	\$125,934.38	\$85,400.90		\$33,412.87	\$32,431.98
Southaven	54,648		\$108,000.00	\$64,000.00	\$93,000.00	\$85,000.00
Biloxi	49,449	\$110,250.00	\$96,427.32	\$47,018.13	\$90,914.82	\$45,864.00
Olive Branch	46,466		\$94,140.80	\$56,305.60	\$63,876.80	\$52,228.80
Tupelo	37,926	\$117,291.00	\$97,495.00	\$95,025.00	\$66,590.00	\$52,062.00
Meridian	35,052	\$100,000.00	\$86,200.00			
Pearl	27,115		\$55,000.00	\$50,000.00	\$60,000.00	\$44,000.00
Horn Lake	27,000		\$82,326.40	\$43,700.00	\$80,662.40	\$43,700.00
Oxford	25,416	\$150,000.00	\$125,000.00	\$51,705.00	\$85,000.00	
Starkville	24,360		\$114,857.60	\$56,490.72	\$63,273.60	
Columbus	24,084	\$106,000.00	\$77,000.00		\$49,150.00	\$58,350.00
Pascagoula	22,010	\$108,150.00	\$84,072.00	\$44,886.00	\$53,096.00	\$50,538.00
Vicksburg	21,573		\$57,000.00	\$51,987.00	\$45,985.76	\$36,483.20
Gautier	19,024	\$135,000.00		\$43,160.00	\$42,640.00	
Ocean Springs	18,429		\$73,673.60	\$50,440.00	\$41,849.60	\$31,075.20
Laurel	17,161		\$77,160.72	\$46,396.48	\$61,953.58	\$39,212.16
Hernando	17,138		\$70,990.00	\$63,003.00	\$63,772.00	\$50,003.00
Clarksdale	14,903		\$61,618.00	\$56,160.00	\$49,088.00	
Corinth	14,622		\$42,000.00	\$35,000.00	\$64,256.92	\$39,416.00
Natchez	14,520		\$54,804.00	\$39,998.00	\$36,982.00	\$33,000.00
D'Iberville	12,721	\$142,854.00		\$53,206.00	\$65,707.00	\$55,203.00
Byram	12,666		\$53,040.00	\$54,600.00	\$53,771.00	\$34,652.00
Brookhaven	11,674		\$40,000.00	\$45,323.28	\$40,310.40	
Bay St. Louis	11,229		\$48,675.00	\$46,218.00	\$45,033.00	\$41,284.00
Petal	11,010		\$43,000.00	\$50,000.00	\$58,656.00	\$31,200.00
Canton	10,948	\$70,000.00	\$47,250.00	\$44,231.00	\$49,612.00	
Diamondhead	9,800	\$100,243.00		\$53,045.00	\$54,781.00	\$38,000.00
Senatobia	8,354		\$36,337.60	\$56,347.20	\$46,009.60	\$31,803.20
New Albany	7,626			\$44,788.59	\$42,207.01	\$40,911.70
Batesville	7,523			\$50,169.60	\$36,379.20	\$39,520.00
Waveland	7,210		\$39,140.00	\$35,000.00	\$36,335.00	
Kosciusko	7,114				\$41,600.00	
Amory	6,666		\$81,411.20	\$48,439.66	\$39,634.40	
Louisville	6,000			\$31,595.20	\$38,646.40	
Pontotoc	5,640			\$54,496.00	\$54,496.00	

ADMINISTRATION (POPULATION)

Municipality	Population	Administration				
		City Manager	HR Director	Deputy City Clerk	Municipal Court Clerk	Administrative Assistant
Ripley	5,462			\$19,420.00	\$31,720.00	\$19,420.00
Forest	5,430					
Aberdeen	4,961			\$39,000.00	\$35,000.00	\$29,000.00
Carthage	4,901		\$46,800.00		\$41,787.20	\$37,502.40
Crystal Springs	4,862			\$31,500.00	\$33,515.00	
Ellisville	4,652			\$42,972.00	\$33,342.00	
Florence	4,572			\$54,392.00		
Waynesboro	4,567		\$41,600.00		\$40,685.00	\$36,400.00
Fulton	4,542			\$37,440.00	\$34,840.00	
Leakesville	3,775	\$52,000.00			\$21,000.00	
Newton	3,373	\$67,000.00		\$42,000.00	\$35,000.00	
Poplarville	2,833			\$37,440.00	\$31,200.00	
Verona	2,792				\$36,000.00	
Collins	2,342			\$47,980.00	\$46,780.00	\$38,792.00
Eupora	2,152			\$42,500.00	\$36,400.00	
Decatur	1,945			\$29,931.20		
Moorhead	1,937	\$41,007.00		\$30,576.00		\$32,074.12
Nettleton	1,935			\$33,627.44		
Magnolia	1,883			\$38,100.48	\$38,100.48	
Sumrall	1,765			\$52,500.00	\$14,000.00	
Sardis	1,748			\$30,160.00	\$30,160.00	\$29,120.00
Bruce	1,707			\$44,865.60	\$34,944.00	
Bay Springs	1,670			\$33,120.00	\$33,120.00	
Flora	1,647					\$41,600.00
Calhoun City	1,533			\$44,288.00	\$31,924.00	
Summit	1,505			\$37,800.00	\$36,000.00	
Pelahatchie	1,272			\$41,000.00	\$46,880.00	
Mantachie	1,121			\$27,040.00		
Edwards	995			\$28,761.00		
Prentiss	976					
Jonestown	962				\$31,158.40	
Derma	957			\$28,224.00		
Blue Mountain	948	\$36,400.00		\$35,360.00	\$41,600.00	
Brooksville	915			\$20,567.04		
Gloster	897			\$27,040.00	\$31,200.00	
Stonewall	879				\$18,504.00	

ADMINISTRATION (POPULATION)

Municipality	Population	Administration				
		City Manager	HR Director	Deputy City Clerk	Municipal Court Clerk	Administrative Assistant
Sherman	850				\$17,674.80	
DeKalb	836			\$25,501.00	\$9,315.00	
Maben	771					
Smithville	717			\$20,800.00		
Thaxton	692			\$41,740.00		
Utica	636			\$28,262.00		
Boyle	600	\$13,048.54				
Liberty	560			\$38,950.00		
New Augusta	554				\$36,500.00	
Taylor	498				\$3,600.00	
Enterprise	496					
Hatley	495					
Noxapater	472			\$24,336.00		
Dumas	471					
Tremont	467					
Blue Springs	436					
Jumpertown	450					
Osyka	420					
Glen	382					
D'Lo	373				\$1,200.00	
Sidon	311					
Arcola	304					
Crosby	302			\$2,000.00		
Georgetown	300					
Sebastopol	266					
Marietta	256					
Cary	241			\$2,964.00		
Morgan City	207					
Golden	192					
Braxton	186			\$12,000.00		
Pittsboro	157					
Winstonville	153					
Sylvarena	87					
Learned	56					

PUBLIC WORKS, PARKS AND REC. (ALPHABETICAL)

Municipality	Population	Public Works					Parks and Recreation	
		Public Works Director	Street Superintendent	Foreman	Truck Driver	Laborer	Parks & Recreation Director	Parks & Recreation Laborer
Aberdeen	4,961							
Amory	6,666	\$53,000.00	\$53,000.00	\$43,000.00	\$33,000.00	\$24,000.00	\$52,000.00	\$24,000.00
Arcola	304	\$65,236.08		\$49,125.23	\$44,449.60	\$33,207.20	\$51,500.08	\$38,188.80
Batesville	7,523	\$21,238.20						
Bay Springs	1,670	\$97,385.60	\$67,288.00	\$74,713.60	\$36,067.520	\$29,702.40	\$58,947.20	\$31,200.00
Bay St. Louis	11,229	\$55,541.04				\$50,157.60		\$38,400.00
Biloxi	49,449	\$78,000.00	\$50,346.00	\$44,990.00	\$38,563.00	\$34,278.00	\$56,650.00	\$37,706.00
Blue Mountain	948	\$89,000.00	\$53,537.35	\$41,277.60	\$34,756.80	\$31,200.00	\$84,000.00	\$31,200.00
Blue Springs	436	\$32,240.00						
Boyle	600							
Braxton	186	\$13,048.54						
Brookhaven	11,674	\$31,200.00				\$12,000.00		
Brooksville	915	68,652.72	\$49,296.00	\$31,200.00	\$25,646.40	\$21,944.00	\$73,151.76	
Bruce	1,707	\$32,644.47					\$3,600.00	
Byram	12,666	\$50,000.00				\$34,944.00	\$26,250.12	\$31,200.00
Calhoun City	1,533	98,000	\$54,516.00	\$45,760.00	\$31,000.00	\$27,040.00		\$27,040.00
Canton	10,948	\$36,275.00		\$31,554.00		\$30,880.00	\$31,970.00	\$30,880.00
Carthage	4,901	\$57,330.00					\$69,300.00	\$34,398.00
Cary	241	\$57,844.80			\$31,241.60	\$25,646.40	\$73,645.00	\$26,478.40
Clarksdale	14,903					\$21,120.00		
Collins	2,342	\$70,590.00			\$30,660.00	\$29,099.00	\$58,740.00	\$31,616.00
Columbus	24,084	\$70,950.00	\$53,782.00	\$38,995.00	\$35,437.00	\$32,400.00	\$53,234.00	\$36,400.00
Corinth	14,622	\$66,465.00	\$45,760.00	\$40,696.50	\$37,566.00	\$31,305.00	\$77,388.00	\$31,305.00
Crosby	302		\$71,450.00	\$48,776.00	\$70,456.00	\$36,296.00		
Crystal Springs	4,862							
Decatur	1,945	\$40,803.00			\$31,200.00	\$24,960.00	\$40,803.00	\$24,960.00
DeKalb	836	\$58,656.00				\$28,121.60		
Derma	957	\$49,920.00	\$24,149.00	\$37,461.00	\$29,100.00	\$24,586.00		
Diamondhead	9,800	\$40,684.80				\$28,089.60		
D'Iberville	12,721	\$65,279.00		\$41,600.00		\$30,000.00		
D'Lo	373	\$87,193.00	\$65,187.00		\$44,532.00	\$36,940.00	\$77,854.00	\$36,960.00
Dumas	471					\$37,440.00		
Edwards	995							
Ellisville	4,652					\$25,168.00		
Enterprise	496	\$44,012.00		\$30,409.00	\$30,409.00	\$30,409.00		

PUBLIC WORKS, PARKS AND REC. (ALPHABETICAL)

Municipality	Population	Public Works					Parks and Recreation	
		Public Works Director	Street Superintendent	Foreman	Truck Driver	Laborer	Parks & Recreation Director	Parks & Recreation Laborer
Flora	1,647	\$68,000.00				\$35,360.00		
Florence	4,572		\$73,000.00	\$50,000.00	\$43,680.00	\$39,520.00	\$69,014.00	\$43,160.00
Forest	5,430							
Fulton	4,542	\$61,152.00	\$57,000.00				\$50,000.00	
Gautier	19,024	\$67,600.00					\$67,600.00	
Georgetown	300					\$30,000.00		
Glen	382							
Gloster	897		\$57,740.80					
Golden	192	\$37,320.00				\$35,040.00		
Gulfport	72,926	\$86,039.72	\$62,407.80	\$44,904.60		\$31,263.26	\$88,168.34	\$29,802.36
Hatley	495							
Hernando	17,138	\$81,900.00			\$38,609.50	\$36,522.50	\$73,819.00	\$34,518.98
Horn Lake	27,000	\$81,286.40				\$33,300.80	\$71,323.20	\$33,380.00
Jackson	153,701	\$126,030.32	\$42,712.80		\$31,675.54	\$30,264.00	\$88,649.60	\$30,264.00
Jonestown	962	\$35,817.60	\$24,960.00					
Jumpertown	450							
Kosciusko	7,114	\$48,000.00		\$40,700.00		\$22,200.00	\$54,160.00	\$31,200.00
Laurel	17,161	\$80,714.40					\$83,007.34	\$30,066.40
Leakesville	3,775					\$31,500.00		
Learned	56							
Liberty	560	\$34,900.00	\$33,200.00			\$22,880.00		
Louisville	6,000	\$66,950.00	\$53,560.00		\$52,940.16	\$32,136.00	\$66,950.00	\$24,024.00
Maben	771							
Magnolia	1,883	\$52,409.04	\$38,100.48			\$27,131.00		
Mantachie	1,121	\$56,160.00				\$37,440.00	\$9,600.00	
Marietta	256	\$9,600.00						
Meridian	35,052	\$130,000.00	\$61,240.00			\$35,214.00	\$86,000.00	\$30,160.00
Moorhead	1,937	\$13,000.00						
Morgan City	207							
Natchez	14,520	\$83,000.00	\$41,600.00	\$37,694.00	\$33,800.00	\$29,944.00	\$58,000.00	\$29,113.00
Nettleton	1,935	\$55,451.03				\$38,639.96	\$3,000.00	
New Albany	7,626	\$71,663.00	\$41,480.48				\$67,303.28	\$40,787.13
New Augusta	554	\$50,700.00						
Newton	3,373	\$58,656.00			\$31,200.00	\$28,600.00	\$58,656.00	\$29,120.00
Noxapater	472	\$12,000.00				\$37,440.00		
Ocean Springs	18,429	\$75,129.60	\$47,923.20		\$37,564.80	\$29,120.00	\$70,824.00	\$29,120.00

PUBLIC WORKS, PARKS AND REC. (ALPHABETICAL)

Municipality	Population	Public Works					Parks and Recreation	
		Public Works Director	Street Superintendent	Foreman	Truck Driver	Laborer	Parks & Recreation Director	Parks & Recreation Laborer
Olive Branch	46,466	\$112,569.60	\$76,793.60	\$60,434.40	\$49,452.00	\$41,152.80	\$93,745.60	\$36,524.80
Osyka	420	\$42,000.00						
Oxford	25,416	\$127,500.00	\$95,604.60	\$69,000.00	\$49,500.00	\$39,015.19	\$89,636.16	\$42,565.00
Pascagoula	22,010						\$77,326.00	\$34,625.00
Pearl	27,115	\$90,000.00	\$50,000.00	\$40,000.00		\$30,000.00	\$75,000.00	\$31,000.00
Pelahatchie	1,272	\$54,969.00						
Petal	11,010						\$58,656.00	\$27,040.00
Pittsboro	157							
Pontotoc	5,640	\$66,452.40	\$66,452.40	\$54,496.00		\$48,297.60	\$66,452.40	\$48,297.60
Poplarville	2,833	\$56,160.00		\$33,280.00		\$29,120.00		
Prentiss	976	\$45,760.00						
Ripley	5,462		\$43,999.00			\$31,200.00	\$43,000.00	\$35,700.00
Sardis	1,748	\$45,000.00				\$31,720.00		
Sebastopol	266						\$10,000.00	
Senatobia	8,354		\$45,760.00		\$38,272.00	\$33,030.40	\$70,297.50	\$46,342.40
Sherman	850	\$58,656.00				\$37,000.00		
Sidon	311	\$6,300.00	\$6,000.00					
Smithville	717							
Southaven	54,648	\$108,000.00		\$75,000.00		\$26,130.00	\$110,000.00	\$35,761.25
Starkville	24,360	\$93,225.60		\$61,872.82	\$43,651.67	\$35,285.40		
Stonewall	879	\$43,680.00				\$25,105.00		
Summit	1,505	\$54,074.00				\$28,454.40		
Sumrall	1,765	\$56,200.00				\$34,400.00		
Sylvarena	87							
Taylor	498							
Thaxton	692						\$9,600.00	
Tremont	467	\$42,000.00				\$26,880.00		
Tupelo	37,926	\$85,173.00	\$58,427.00		\$43,888.00	\$34,860.00	\$95,025.00	\$34,882.00
Utica	636	\$30,014.40				\$22,880.00		
Verona	2,792	\$55,000.00			\$38,317.32	\$45,767.91		
Vicksburg	21,573	\$92,280.44	\$58,272.24	\$22,880.00	\$31,200.00	\$20,800.00	\$62,795.59	\$20,800.00
Waveland	7,210	\$60,130.00			\$32,240.00	\$29,120.00	\$49,000.00	\$33,990.00
Waynesboro	4,567		\$57,980.00		\$35,360.00	\$35,360.00		\$33,280.00
Winstonville	153							

PUBLIC WORKS, PARKS AND REC. (POPULATION)

Municipality	Population	Public Works					Parks and Recreation	
		Public Works Director	Street Superintendent	Foreman	Truck Driver	Laborer	Parks & Recreation Director	Parks & Recreation Laborer
Jackson	153,701	\$126,030.32	\$42,712.80		\$31,675.54	\$30,264.00	\$88,649.60	\$30,264.00
Gulfport	72,926	\$86,039.72	\$62,407.80	\$44,904.60		\$31,263.26	\$88,168.34	\$29,802.36
Southaven	54,648	\$108,000.00		\$75,000.00		\$26,130.00	\$110,000.00	\$35,761.25
Biloxi	49,449	\$89,000.00	\$53,537.35	\$41,277.60	\$34,756.80	\$31,200.00	\$84,000.00	\$31,200.00
Olive Branch	46,466	\$112,569.60	\$76,793.60	\$60,434.40	\$49,452.00	\$41,152.80	\$93,745.60	\$36,524.80
Tupelo	37,926	\$85,173.00	\$58,427.00		\$43,888.00	\$34,860.00	\$95,025.00	\$34,882.00
Meridian	35,052	\$130,000.00	\$61,240.00			\$35,214.00	\$86,000.00	\$30,160.00
Pearl	27,115	\$90,000.00	\$50,000.00	\$40,000.00		\$30,000.00	\$75,000.00	\$31,000.00
Horn Lake	27,000	\$81,286.40				\$33,300.80	\$71,323.20	\$33,380.00
Oxford	25,416	\$127,500.00	\$95,604.60	\$69,000.00	\$49,500.00	\$39,015.19	\$89,636.16	\$42,565.00
Starkville	24,360	\$93,225.60		\$61,872.82	\$43,651.67	\$35,285.40		
Columbus	24,084	\$66,465.00	\$45,760.00	\$40,696.50	\$37,566.00	\$31,305.00	\$77,388.00	\$31,305.00
Pascagoula	22,010						\$77,326.00	\$34,625.00
Vicksburg	21,573	\$92,280.44	\$58,272.24	\$22,880.00	\$31,200.00	\$20,800.00	\$62,795.59	\$20,800.00
Gautier	19,024	\$67,600.00					\$67,600.00	
Ocean Springs	18,429	\$75,129.60	\$47,923.20		\$37,564.80	\$29,120.00	\$70,824.00	\$29,120.00
Laurel	17,161	\$80,714.40					\$83,007.34	\$30,066.40
Hernando	17,138	\$81,900.00			\$38,609.50	\$36,522.50	\$73,819.00	\$34,518.98
Clarksdale	14,903	\$70,590.00			\$30,660.00	\$29,099.00	\$58,740.00	\$31,616.00
Corinth	14,622		\$71,450.00	\$48,776.00	\$40,456.00	\$36,296.00		
Natchez	14,520	\$83,000.00	\$41,600.00	\$37,694.00	\$33,800.00	\$29,944.00	\$58,000.00	\$29,113.00
D'Iberville	12,721	\$87,193.00	\$65,187.00		\$44,532.00	\$36,940.00	\$77,854.00	\$36,960.00
Byram	12,666	\$98,000.00	\$54,516.00	\$45,760.00	\$31,000.00	\$27,040.00		\$27,040.00
Brookhaven	11,674	\$68,652.72	\$49,296.00	\$31,200.00	\$25,646.40	\$21,944.00	\$73,151.76	
Bay St. Louis	11,229	\$78,000.00	\$50,346.00	\$44,990.00	\$38,278.00	\$34,278.00	\$56,650.00	\$37,706.00
Petal	11,010						\$58,656.00	\$27,040.00
Canton	10,948	\$57,330.00					\$69,300.00	\$34,398.00
Diamondhead	9,800	\$65,279.00		\$41,600.00		\$30,000.00		
Senatobia	8,354		\$45,760.00		\$38,272.00	\$33,030.40	\$70,297.50	\$46,342.40
New Albany	7,626	\$71,663.00	\$41,480.48				\$67,303.28	\$40,787.13
Batesville	7,523	\$97,385.60	\$67,288.00	\$74,713.60	\$36,067.52	\$29,702.40	\$58,947.20	\$31,200.00
Waveland	7,210	\$60,130.00			\$32,240.00	\$29,120.00	\$49,000.00	\$33,990.00
Kosciusko	7,114	\$48,000.00		\$40,700.00		\$22,200.00	\$54,160.00	\$31,200.00
Amory	6,666	\$65,236.08		\$49,125.23	\$44,449.60	\$33,207.20	\$51,500.08	\$38,188.80
Louisville	6,000	\$66,950.00	\$53,560.00		\$52,940.16	\$32,136.00	\$66,950.00	\$24,024.00
Pontotoc	5,640	\$66,452.40	\$66,452.40	\$54,496.00		\$48,297.60	\$66,452.40	\$48,297.60

PUBLIC WORKS, PARKS AND REC. (POPULATION)

Municipality	Population	Public Works					Parks and Recreation	
		Public Works Director	Street Superintendent	Foreman	Truck Driver	Laborer	Parks & Recreation Director	Parks & Recreation Laborer
Ripley	5,462		\$43,999.00			\$31,200.00	\$43,000.00	\$35,700.00
Forest	5,430							
Aberdeen	4,961	\$53,000.00	\$53,000.00	\$43,000.00	\$33,000.00	\$24,000.00	\$52,000.00	\$24,000.00
Carthage	4,901	\$57,844.80			\$31,241.60	\$25,656.40	\$73,645.00	\$26,478.40
Crystal Springs	4,862	\$40,803.00			\$31,200.00	\$24,960.00	\$40,803.00	\$24,960.00
Ellisville	4,652	\$44,012.00		\$30,409.00	\$30,409.00			
Florence	4,572		\$73,000.00	\$50,000.00	\$43,680.00	\$39,520.00	\$69,014.00	\$43,160.00
Waynesboro	4,567		\$57,980.00		\$35,360.00	\$35,360.00		\$33,280.00
Fulton	4,542	\$61,152.00	\$57,000.00				\$50,000.00	
Leakesville	3,775					\$31,500.00		
Newton	3,373	\$58,656.00			\$31,200.00	\$28,600.00	\$58,656.00	\$29,120.00
Poplarville	2,833	\$56,160.00		\$33,280.00		\$29,120.00		
Verona	2,792	\$55,000.00			\$38,317.32	\$45,767.91		
Collins	2,342	\$70,950.00	\$53,782.00	\$38,995.00	\$35,437.00	\$32,400.00	\$53,234.00	\$36,400.00
Eupora	2,152	\$53,000.00	\$46,468.00			\$35,360.00	\$31,554.00	\$10,400.00
Decatur	1,945	\$58,656.00				\$28,121.60		
Moorhead	1,937	\$13,000.00						
Nettleton	1,935	\$55,451.03				\$38,639.96	\$3,000.00	
Magnolia	1,883	\$52,409.04	\$38,100.48			\$27,131.00		
Sumrall	1,765	\$56,200.00				\$34,400.00		
Sardis	1,748	\$45,000.00				\$31,720.00		
Bruce	1,707	\$50,000.00				\$34,944.00	\$26,250.12	\$31,200.00
Bay Springs	1,670	\$55,541.04				\$50,157.60		\$38,400.00
Flora	1,647	\$68,000.00				\$35,360.00		
Calhoun City	1,533	\$36,275.00		\$31,554.00		\$30,880.00	\$31,970.00	\$30,880.00
Summit	1,505	\$54,074.00				\$28,454.40		
Pelahatchie	1,272	\$54,969.00						
Mantachie	1,121	\$56,160.00				\$37,440.00	\$9,600.00	
Edwards	995					\$25,168.00		
Prentiss	976	\$45,760.00						
Jonestown	962	\$35,817.60	\$24,960.00					
Derma	957	\$40,684.80				\$28,089.60		
Blue Mountain	948	\$32,240.00						
Brooksville	915	\$32,644.47					\$3,600.00	
Gloster	897		\$57,740.80					
Stonewall	879	\$43,680.00				\$25,105.00		

PUBLIC WORKS, PARKS AND REC. (POPULATION)

Municipality	Population	Public Works					Parks and Recreation	
		Public Works Director	Street Superintendent	Foreman	Truck Driver	Laborer	Parks & Recreation Director	Parks & Recreation Laborer
Sherman	850	\$58,656.00				\$37,000.00		
DeKalb	836	\$49,920.00	\$24,149.00	\$37,461.00	\$29,100.00	\$24,586.00		
Maben	771							
Smithville	717							
Thaxton	692						\$9,600.00	
Utica	636	\$30,014.40				\$22,880.00		
Boyle	600	\$13,048.54						
Liberty	560	\$34,900.00	\$33,200.00			\$22,880.00		
New Augusta	554	\$50,700.00						
Taylor	498							
Enterprise	496	\$62,400.00						
Hatley	495							
Noxapater	472	\$12,000.00				\$37,440.00		
Dumas	471							
Tremont	467	\$42,000.00				\$26,880.00		
Blue Springs	436							
Jumpertown	450							
Osyka	420	\$42,000.00						
Glen	382							
D'Lo	373					\$37,440.00		
Sidon	311	\$6,300.00	\$6,000.00					
Arcola	304	\$21,238.20						
Crosby	302							
Georgetown	300					\$30,000.00		
Sebastopol	266						\$10,000.00	
Marietta	256	\$9,600.00						
Cary	241					\$21,120.00		
Morgan City	207							
Golden	192	\$37,320.00				\$35,040.00		
Braxton	186	\$31,200.00				\$12,000.00		
Pittsboro	157							
Winstonville	153							
Sylvarena	87							
Learned	56							

BUILDING CODE & ENFORCEMENT (ALPHABETICAL)

Municipality	Population	Building Code & Enforcement					
		City Engineer	Director	Planner	Building Official	Code Enforcement Officer	Risk Manager
Aberdeen	4,961				\$64,000.00		
Amory	6,666				\$67,485.60	\$50,960.60	
Arcola	304						
Batesville	7,523		\$73,632.00		\$51,001.60	51,001.60	
Bay Springs	1,670						
Bay St. Louis	11,229			\$53,810.00	\$61,808.00	\$43,118.00	
Biloxi	49,449	\$89,250.00	\$110,000.00	\$49,017.10		\$38,168.00	\$49,014.00
Blue Mountain	948					\$12,442.00	
Blue Springs	436				\$1,800.00		
Boyle	600					\$6,000.00	
Braxton	186						
Brookhaven	11,674				\$48,068.88	\$44,748.48	
Brooksville	915						
Bruce	1,707						
Byram	12,666				\$57,761.00		
Calhoun City	1,533					\$2,400.00	
Canton	10,948		\$63,000.00	\$42,236.00		\$38,587.00	
Carthage	4,901					\$51,417.60	
Cary	241						
Clarksdale	14,903	\$37,500.00				\$70,070.00	
Collins	2,342						
Columbus	24,084				\$74,276.00	\$49,143.00	
Corinth	14,622				\$70,000.00	\$55,328.00	
Crosby	302						
Crystal Springs	4,862				\$16,800.00	\$12,000.00	
Decatur	1,945						
DeKalb	836						
Derma	957						
Diamondhead	9,800				\$53,046.00	\$33,467.00	
D'Iberville	12,721		\$67,204.00		\$67,204.00	\$45,136.00	
D'Lo	373						
Dumas	471						
Edwards	995						
Ellisville	4,652					\$35,340.00	
Enterprise	496						
Eupora	2,152						

BUILDING CODE & ENFORCEMENT (ALPHABETICAL)

Municipality	Population	Building Code & Enforcement					
		City Engineer	Director	Planner	Building Official	Code Enforcement Officer	Risk Manager
Flora	1,647		\$5,500.00				
Florence	4,572		\$60,500.00				
Forest	5,430						
Fulton	4,542				\$15,000.00	\$15,000.00	
Gautier	19,024		\$75,400.00				
Georgetown	300						
Glen	382						
Gloster	897						
Golden	192						
Gulfport	72,926	\$83,651.10	\$95,879.68	\$48,961.02	\$45,809.65	\$36,960.77	
Hatley	495						
Hernando	17,138	\$70,980.00	\$102,211.00		\$59,249.93	\$41,030.42	
Horn Lake	27,000				\$54,371.20	\$40,664.00	
Jackson	153,701		\$105,758.90	\$35,551.10	\$59,246.72	\$40,060.80	\$57,928.00
Jonestown	962						
Jumpertown	450						
Kosciusko	7,114	\$15,000.00			\$50,400.00	\$31,720.00	
Laurel	17,161					\$38,238.72	\$48,703.20
Leakesville	3,775						
Learned	56						
Liberty	560						
Louisville	6,000					\$71,068.66	
Maben	771						
Magnolia	1,883					\$6,000.00	
Mantachie	1,121						
Marietta	256						
Meridian	35,052			\$70,496.00	\$70,787.00	\$79,500.00	\$65,000.00
Moorhead	1,937						
Morgan City	207						
Natchez	14,520	\$54,246.00	\$60,000.00	\$84,000.00	\$60,000.00	\$40,248.00	
Nettleton	1,935				\$10,800.00		
New Albany	7,626				\$66,663.56	\$45,140.37	\$53,659.16
New Augusta	554						
Newton	3,373				\$37,440.00		
Noxapater	472						
Ocean Springs	18,429			\$45,117.60	\$73,673.60	\$33,716.80	

BUILDING CODE & ENFORCEMENT (ALPHABETICAL)

Municipality	Population	Building Code & Enforcement					
		City Engineer	Director	Planner	Building Official	Code Enforcement Officer	Risk Manager
Olive Branch	46,466	\$133,681.60	\$114,379.20	\$66,487.20	\$78,124.80	\$51,376.00	
Osyka	420						
Oxford	25,416	\$128,750.00		\$118,196.78	\$85,000.00	\$41,283.24	
Pascagoula	22,010		\$86,449.00		\$48,835.00	\$44,515.78	
Pearl	27,115		\$65,000.00		\$45,000.00	\$42,000.00	
Pelahatchie	1,272				\$8,820.00		
Petal	11,010		\$59,500.00			\$35,000.00	
Pittsboro	157						
Pontotoc	5,640				\$66,452.40		
Poplarville	2,833					\$12,509.64	
Prentiss	976				\$4,800.00		
Ripley	5,462				\$8,400.00		
Sardis	1,748					\$25,000.00	
Sebastopol	266						
Senatobia	8,354		\$75,000.12		\$54,080.00	\$50,960.00	
Sherman	850						
Sidon	311						
Smithville	717						
Southaven	54,648		\$110,000.00		\$90,000.00	\$45,600.00	
Starkville	24,360	\$113,505.60		\$90,313.60	\$79,414.40	\$47,611.20	
Stonewall	879						
Summit	1,505					\$43,680.00	
Sumrall	1,765						
Sylvarena	87						
Taylor	498				\$4,800.00		
Thaxton	692						
Tremont	467						
Tupelo	37,926	\$95,025.00	\$93,690.00		\$67,928.00	\$43,888.00	
Utica	636						
Verona	2,792					\$14,400.00	
Vicksburg	21,573	\$85,520.03	\$85,784.00		\$85,794.00	\$34,590.40	
Waveland	7,210			\$33,000.00	\$72,500.00	\$28,922.00	
Waynesboro	4,567						
Winstonville	153						

BUILDING CODE & ENFORCEMENT (POPULATION)

Municipality	Population	Building Code & Enforcement					
		City Engineer	Director	Planner	Building Official	Code Enforcement Officer	Risk Manager
Jackson	153,701		\$105,758.90	\$35,551.10	\$59,246.72	\$40,060.80	\$57,928.00
Gulfport	72,926	\$83,651.10	\$95,879.68	\$48,961.02	\$45,809.65	\$36,960.77	
Southaven	54,648		\$110,000.00		\$90,000.00	\$45,600.00	
Biloxi	49,449	\$89,250.00	\$110,000.00	\$49,017.00		\$38,168.00	\$49,014.40
Olive Branch	46,466	\$133,681.60	\$114,379.20	\$66,487.20	\$78,124.80	\$51,376.00	
Tupelo	37,926	\$95,025.00	\$93,690.00		\$67,928.00	\$43,888.00	
Meridian	35,052			\$70,496.00	\$70,787.00	\$79,500.00	\$65,000.00
Pearl	27,115		\$65,000.00		\$45,000.00	\$42,000.00	
Horn Lake	27,000				\$54,371.20	\$40,664.00	
Oxford	25,416	\$128,750.00		\$118,196.78	\$85,000.00	\$41,283.24	
Starkville	24,360	\$113,505.60		\$90,313.60	\$79,414.40	\$47,611.20	
Columbus	24,084				\$74,276.00	\$49,143.00	
Pascagoula	22,010		\$86,449.00		\$48,835.00	\$44,515.78	
Vicksburg	21,573	\$85,520.03	\$85,784.00		\$85,794.00	\$34,590.40	
Gautier	19,024		\$75,400.00				
Ocean Springs	18,429			\$45,117.60	\$73,673.60	\$33,716.80	
Laurel	17,161					\$38,238.72	\$48,703.20
Hernando	17,138	\$70,980.00	\$102,211.00		\$59,249.93	\$41,030.42	
Clarksdale	14,903	\$37,500.00				\$70,070.00	
Corinth	14,622				\$70,000.00	\$55,328.00	
Natchez	14,520	\$54,246.00	\$60,000.00	\$84,000.00	\$60,000.00	\$40,248.00	
D'Iberville	12,721		\$67,204.00		\$67,204.00	\$45,136.00	
Byram	12,666				\$57,761.00		
Brookhaven	11,674				\$48,068.88	\$44,748.48	
Bay St. Louis	11,229			\$53,810.00	\$61,808.00	\$43,118.00	
Petal	11,010		\$59,500.00			\$35,000.00	
Canton	10,948		\$63,000.00	\$42,236.00		\$38,587.00	
Diamondhead	9,800				\$53,046.00	\$33,467.00	
Senatobia	8,354		\$75,000.12		\$54,080.00	\$50,960.00	
New Albany	7,626				\$66,663.56	\$45,140.37	\$53,659.16
Batesville	7,523		\$73,632.00		\$51,001.60	\$51,001.60	
Waveland	7,210			\$33,000.00	\$72,500.00	\$28,922.00	
Kosciusko	7,114	\$15,000.00			\$50,400.00	\$31,720.00	
Amory	6,666				\$67,485.60	\$60,960.00	
Louisville	6,000					\$71,068.66	
Pontotoc	5,640				\$66,452.40		

BUILDING CODE & ENFORCEMENT (POPULATION)

Municipality	Population	Building Code & Enforcement					
		City Engineer	Director	Planner	Building Official	Code Enforcement Officer	Risk Manager
Ripley	5,462				\$8,400.00		
Forest	5,430						
Aberdeen	4,961				\$64,000.00		
Carthage	4,901					\$51,417.00	
Crystal Springs	4,862				\$16,800.00	\$12,000.00	
Ellisville	4,652					\$35,340.00	
Florence	4,572		\$60,500.00				
Waynesboro	4,567						
Fulton	4,542				\$15,000.00	\$15,000.00	
Leakesville	3,775						
Newton	3,373				\$37,440.00		
Poplarville	2,833					\$12,509.64	
Verona	2,792					\$14,400.00	
Collins	2,342						
Eupora	2,152						
Decatur	1,945						
Moorhead	1,937						
Nettleton	1,935				\$10,800.00		
Magnolia	1,883					\$6,000.00	
Sumrall	1,765						
Sardis	1,748					\$25,000.00	
Bruce	1,707						
Bay Springs	1,670						
Flora	1,647		\$5,500.00				
Calhoun City	1,533					\$2,400.00	
Summit	1,505					\$43,680.00	
Pelahatchie	1,272				\$8,820.00		
Mantachie	1,121						
Edwards	995						
Prentiss	976				\$4,800.00		
Jonestown	962						
Derma	957						
Blue Mountain	948					\$12,442.00	
Brooksville	915						
Gloster	897						
Stonewall	879						

BUILDING CODE & ENFORCEMENT (POPULATION)

Municipality	Population	Building Code & Enforcement					
		City Engineer	Director	Planner	Building Official	Code Enforcement Officer	Risk Manager
Sherman	850						
DeKalb	836						
Maben	771						
Smithville	717						
Thaxton	692						
Utica	636						
Boyle	600					\$6,000.00	
Liberty	560						
New Augusta	554						
Taylor	498				\$4,800.00		
Enterprise	496						
Hatley	495						
Noxapater	472						
Dumas	471						
Tremont	467						
Blue Springs	436				\$1,800.00		
Jumpertown	450						
Osyka	420						
Glen	382						
D'Lo	373						
Sidon	311						
Arcola	304						
Crosby	302						
Georgetown	300						
Sebastopol	266						
Marietta	256						
Cary	241						
Morgan City	207						
Golden	192						
Braxton	186						
Pittsboro	157						
Winstonville	153						
Sylvarena	87						
Learned	56						

POLICE AND FIRE (ALPHABETICAL)

Municipality	Population	Police Department					Fire Department				
		Police Chief Elected/ Appointed	Police Chief Salary	Police Lieutenant	Police Sergeant	Police Officer	Fire Chief Elected/ Appointed	Fire Chief Salary	Fire Lieutenant	Fire Sergeant	Firefighter
Aberdeen	4,961										
Amory	6,666	Elected	\$65,000.00	\$42,000.00	\$37,000.00	\$33,000.00	Appointed	\$60,000.00	\$38,000.00	\$40,000.00	\$26,000.00
Arcola	304	Elected	\$74,942.40	\$56,995.64	\$53,306.24	\$43,736.16	Appointed	\$67,485.60	\$52,411.20		\$42,309.60
Batesville	7,523										
Bay Springs	1,670	Appointed	\$89,169.60	\$69,114.76	\$58,270.16	\$53,999.40	Appointed	\$74,651.20	\$53,080.56		\$40,099.80
Bay St. Louis	11,229	Appointed	\$55,541.04	\$42,332.64		\$39,752.64	Appointed	\$6,048.48			\$3,400.00
Biloxi	49,449	Appointed	\$82,194.00	\$62,604.00	\$55,491.00	\$53,025.00	Appointed	\$76,950.00	\$54,137.00	\$52,416.00	\$44,186.00
Blue Mountain	948	Appointed	\$100,000.00	\$68,828.00	\$65,550.00	\$48,300.00	Appointed	\$94,500.00	\$58,465.00		\$42,098.00
Blue Springs	436	Appointed	\$41,600.00			\$12,442.00					
Boyle	600	Appointed									
Braxton	186	Appointed	\$13,038.54								
Brookhaven	11,674										
Brooksville	915	Elected	\$70,625.76	\$56,500.00	\$50,500.00	\$39,750.00	Appointed	\$66,040.08	\$48,800.00		\$32,000.00
Bruce	1,707	Appointed	\$38,000.00				Appointed	\$1,500.00			
Byram	12,666	Appointed	\$59,850.44			\$40,497.60					
Calhoun City	1,533	Appointed	\$81,000.00	\$61,000.00	\$54,000.00	\$40,000.00	Appointed	\$75,000.00	\$47,200.00	\$41,500.00	\$34,300.00
Canton	10,948	Elected	\$58,656.00	\$40,710.00		\$38,264.00					
Carthage	4,901	Appointed	\$83,369.00	\$66,438.00	\$54,995.00	\$40,000.00	Appointed	\$75,000.00	\$55,000.00	\$58,492.00	\$35,000.00
Cary	241	Appointed	\$88,400.00	\$65,962.00	\$57,890.04	\$48,074.00	Appointed	\$60,840.00	\$57,408.00	\$54,912.00	\$42,432.00
Clarksdale	14,903	Appointed				\$10,000.00	Elected				
Collins	2,342	Appointed	\$79,064.00	\$49,122.00	\$47,622.00	\$39,621.00	Appointed	\$75,039.00	\$44,122.00		\$39,621.00
Columbus	24,084	Appointed	\$70,200.00	\$62,200.00	\$49,660.00	\$38,000.00	Appointed	\$70,200.00	\$41,700.00	\$38,700.00	\$38,000.00
Corinth	14,622										
Crosby	302	Elected	\$90,550.20	\$53,534.02	\$48,974.40	\$44,414.40	Appointed	\$74,799.92	\$48,006.00	\$42,084.00	\$37,674.00
Crystal Springs	4,862	Appointed	\$7,200.00	\$7,200.00							
Decatur	1,945	Appointed	\$50,000.00	\$40,000.00	\$40,000.00	\$35,000.00	Appointed	\$40,803.00			\$25,044.00
DeKalb	836	Appointed	\$58,656.00	\$499,074.00		\$43,155.84					
Derma	957										
Diamondhead	9,800	Appointed	\$32,478.96			\$20,478.96					
D'Iberville	12,721										
D'Lo	373	Appointed	\$93,995.00	\$64,625.00	\$61,654.00	\$55,255.00	Appointed	\$96,075.00	\$64,738.00		\$54,706.00
Dumas	471										
Edwards	995										
Ellisville	4,652	Appointed	\$40,040.00			\$29,426.70					
Enterprise	496	Appointed	\$62,248.00	\$46,124.00	\$46,889.00	\$42,063.00	Appointed	\$58,325.00	\$37,983.00	\$45,176.00	\$34,912.00
Eupora	2,152	Appointed	\$37,440.00								

POLICE AND FIRE (ALPHABETICAL)

Municipality	Population	Police Department					Fire Department				
		Police Chief Elected/ Appointed	Police Chief Salary	Police Lieutenant	Police Sergeant	Police Officer	Fire Chief Elected/ Appointed	Fire Chief Salary	Fire Lieutenant	Fire Sergeant	Firefighter
Flora	1,647	Appointed	\$30,000.00	\$54,000.00		\$43,000.00					
Florence	4,572	Appointed	\$72,500.00	\$50,232.00	\$48,048.00	\$45,995.00					
Forest	5,430										
Fulton	4,542	Appointed	\$62,062.00	\$51,669.00			Appointed	\$40,000.00	\$56,721.00		\$43,992.00
Gautier	19,024	Appointed	\$75,400.00	\$50,323.00	\$45,864.00	\$39,312.00	Appointed	\$70,200.00			\$32,110.00
Georgetown	300										
Glen	382										
Gloster	897	Appointed	\$52,000.00								
Golden	192	Appointed	\$12,960.00			\$1,500.00					
Gulfport	72,926	Appointed	\$114,586.14	\$70,582.34	\$65,114.40	\$55,201.15	Appointed	\$113,299.94	\$46,206.18	\$39,172.99	\$32,077.19
Hatley	495	Appointed	\$31,305.00			\$29,218.00	Appointed				
Hernando	17,138	Appointed	\$108,661.00	\$70,644.95	\$67,222.27	\$59,260.37	Appointed	\$99,541.00	\$47,207.94		\$36,616.42
Horn Lake	27,000	Appointed	\$97,801.60	\$74,103.12		\$63,073.92	Appointed	\$93,516.80	\$71,876.08		\$55,454.48
Jackson	153,701	Appointed	\$115,252.80	\$57,788.22	\$59,000.24	\$56,000.10	Appointed	\$105,758.98	\$48,730.24		\$47,629.66
Jonestown	962	Appointed	\$38,480.00			\$32,240.00					
Jumpertown	450										
Kosciusko	7,114	Appointed	\$65,000.00	\$49,402.00	\$46,235.00	\$42,588.00	Appointed	\$65,565.00	\$49,402.00	\$46,231.00	\$42,530.00
Laurel	17,161	Appointed	\$96,102.24	\$65,309.09	\$59,144.44	\$51,003.16	Appointed	\$91,545.22	\$50,283.22		\$42,560.90
Leakesville	3,775	Appointed	\$123,600.00				Appointed				
Learned	56										
Liberty	560	Appointed	\$38,000.00			\$28,000.00					
Louisville	6,000	Appointed	\$102,814.92	\$53,015.56	\$47,336.12	\$39,398.32	Appointed	\$61,453.00		\$43,704.96	\$39,711.36
Maben	771	Appointed	\$36,501.63			\$34,852.90					
Magnolia	1,883	Appointed	\$52,409.04			\$27,131.00	Appointed	\$35,000.16			
Mantachie	1,121	Appointed	\$48,048.00			\$39,312.00					
Marietta	256	Appointed	\$17,400.00								
Meridian	35,052	Appointed	\$115,000.00	\$58,968.00	\$60,673.00	\$47,216.00	Appointed	\$115,000.00			\$24,190.00
Moorhead	1,937		\$40,019.00					\$1,800.00			
Morgan City	207										
Natchez	14,520	Appointed	\$8,300.00	\$52,624.00	\$45,510.00	\$34,070.00	Appointed	\$83,000.00	\$54,197.00	\$41,753.00	\$37,976.00
Nettleton	1,935	Elected	\$55,451.03	\$51,419.47	\$45,831.49	\$44,144.35	Appointed				\$39,000.00
New Albany	7,626	Elected	\$81,706.72	\$61,307.97	\$52,519.95	\$46,857.14	Appointed	\$65,749.65	\$53,286.14	\$42,370.54	\$37,505.34
New Augusta	554	Appointed	\$30,000.00				Appointed				
Newton	3,373	Appointed	\$52,000.00		\$39,312.00	\$37,128.00	Appointed	\$58,656.00			\$31,479.00
Noxapater	472	Appointed				\$27,300.00					
Ocean Springs	18,429	Appointed	\$83,000.00	\$60,016.32	\$55,146.00	\$45,864.00	Appointed	\$80,000.00	\$49,815.20		\$39,828.80

POLICE AND FIRE (ALPHABETICAL)

Municipality	Population	Police Department					Fire Department				
		Police Chief Elected/ Appointed	Police Chief Salary	Police Lieutenant	Police Sergeant	Police Officer	Fire Chief Elected/ Appointed	Fire Chief Salary	Fire Lieutenant	Fire Sergeant	Firefighter
Olive Branch	46,466	Appointed	\$131,456.00	\$69,492.80	\$66,248.00	\$58,708.00		\$108,160.00	\$66,990.96		\$52,312.32
Osyka	420	Appointed	\$33,600.00								
Oxford	25,416		\$125,000.00	\$70,913.44	\$68,771.04	\$58,701.76		\$104,489.87	\$66,276.74	\$59,720.47	\$55,517.55
Pascagoula	22,010	Appointed	\$101,623.00	\$59,114.00	\$54,548.00	\$48,833.00	Appointed	\$101,623.00	\$53,586.00		\$45,897.00
Pearl	27,115	Appointed	\$96,000.00	\$62,000.00	\$58,000.00	\$53,000.00	Appointed	\$97,000.00	\$63,000.00	\$76,000.00	\$50,000.00
Pelahatchie	1,272	Appointed	\$72,800.00		\$49,000.00	\$46,800.00	Appointed	\$0.00			
Petal	11,010	Appointed	\$69,000.00	\$52,000.00	\$47,000.00	\$42,000.00	Appointed	\$65,000.00	\$45,000.00	\$49,000.00	\$37,000.00
Pittsboro	157						Appointed	\$0.00	\$0.00	\$0.00	\$0.00
Pontotoc	5,640	Appointed	\$66,452.40	\$51,738.95	\$51,389.52	\$50,712.49	Appointed	\$66,452.40	\$55,823.04		\$44,321.44
Poplarville	2,833	Appointed	\$58,656.00	\$42,411.20		\$38,084.80	Appointed	\$44,467.80	\$44,467.80		\$27,040.00
Prentiss	976	Appointed	\$50,400.00	\$41,496.00	\$39,312.00	\$37,128.00	Appointed	\$37,206.00	\$33,072.00		\$31,005.00
Ripley	5,462	Appointed	\$52,945.00	\$47,840.00	\$42,800.00	\$35,900.00	Appointed	\$17,476.00	\$13,504.00		
Sardis	1,748	Appointed	\$25,000.00	\$40,248.00		\$39,130.00	Appointed				
Sebastopol	266	Appointed	\$45,914.00			\$31,305.00	Appointed				
Senatobia	8,354	Appointed	\$90,000.04	\$68,794.00	\$63,167.00	\$51,159.68	Appointed	\$74,256.00	\$55,037.32	\$51,344.28	\$42,277.04
Sherman	850	Appointed	\$58,656.00	\$52,000.00			Appointed	\$6,000.00			
Sidon	311										
Smithville	717										
Southaven	54,648	Appointed	\$120,000.00	\$79,700.00	\$74,700.00	\$70,757.00	Appointed	\$120,000.00	\$78,000.00		\$61,000.00
Starkville	24,360	Appointed	\$110,552.00	\$68,220.36	\$66,509.85	\$52,593.32	Appointed	\$92,414.40	\$53,708.38	\$49,586.53	\$40,153.25
Stonewall	879	Appointed	\$22,464.00			\$19,344.00					
Summit	1,505	Appointed	\$54,074.00	\$39,686.00	\$35,443.00	\$33,737.00					
Sumrall	1,765	Appointed	\$69,800.00		\$65,000.00	\$42,000.00					
Sylvarena	87						Appointed				
Taylor	498	Appointed				\$1,200.00					
Thaxton	692	Appointed	\$2,400.00								
Tremont	467	Appointed	\$11,074.56				Appointed				
Tupelo	37,926	Appointed	\$117,291.00	\$68,396.00	\$62,178.00	\$54,683.00	Appointed	\$96,529.00		\$58,401.00	\$47,496.00
Utica	636	Appointed	\$47,448.00			\$22,880.00					
Verona	2,792	Appointed	\$51,324.00	\$47,000.00	\$44,007.60	\$40,404.00	Appointed	\$42,000.00			\$36,000.00
Vicksburg	21,573	Appointed	\$100,205.04				Appointed	\$97,099.48	\$30,284.80		\$27,539.20
Waveland	7,210	Appointed	\$74,000.00	\$53,668.00	\$47,357.00	\$44,944.00	Appointed	\$70,598.00	\$51,326.00		\$44,990.00
Waynesboro	4,567	Appointed	\$64,081.00			\$40,482.00	Appointed	\$25,589.00			\$51,134.00
Winstonville	153										

POLICE AND FIRE (POPULATION)

Municipality	Population	Police Department					Fire Department				
		Police Chief Elected/ Appointed	Police Chief Salary	Police Lieutenant	Police Sergeant	Police Officer	Fire Chief Elected/ Appointed	Fire Chief Salary	Fire Lieutenant	Fire Sergeant	Firefighter
Jackson	153,701	Appointed	\$115,252.80	\$57,788.22	\$59,000.24	\$56,000.10	Appointed	\$105,758.98	\$48,730.24		\$47,629.66
Gulfport	72,926	Appointed	\$114,586.14	\$70,582.34	\$65,114.40	\$55,201.15	Appointed	\$113,299.94	\$46,206.18	\$39,172.99	\$32,077.19
Southaven	54,648	Appointed	\$120,000.00	\$79,700.00	\$74,700.00	\$70,757.00	Appointed	\$120,000.00	\$78,000.00		\$61,000.00
Biloxi	49,449	Appointed	\$100,000.00	\$68,828.00	\$65,550.00	\$48,300.00	Appointed	\$94,500.00	\$58,465.00	\$60,647.00	\$42,098.00
Olive Branch	46,466	Appointed	\$131,456.00	\$69,492.80	\$66,248.00	\$58,708.00		\$108,160.00	\$66,990.96		\$52,312.32
Tupelo	37,926	Appointed	\$117,291.00	\$68,396.00	\$62,178.00	\$54,683.00	Appointed	\$96,529.00		\$58,401.00	\$47,496.00
Meridian	35,052	Appointed	\$115,000.00	\$58,968.00	\$60,673.00	\$47,216.00	Appointed	\$115,000.00			\$24,190.00
Pearl	27,115	Appointed	\$96,000.00	\$62,000.00	\$58,000.00	\$53,000.00	Appointed	\$97,000.00	\$63,000.00	\$76,000.00	\$50,000.00
Horn Lake	27,000	Appointed	\$97,801.60	\$74,103.12		\$63,073.92	Appointed	\$93,516.80	\$71,876.08		\$55,454.48
Oxford	25,416		\$125,000.00	\$70,913.44	\$68,771.04	\$58,701.76		\$104,489.87	\$66,276.74	\$59,720.47	\$55,517.55
Starkville	24,360	Appointed	\$110,552.00	\$68,220.36	\$66,509.85	\$52,593.32	Appointed	\$92,414.40	\$53,708.38	\$49,586.53	\$40,153.25
Columbus	24,084										
Pascagoula	22,010	Appointed	\$101,623.00	\$59,114.00	\$54,548.00	\$48,833.00	Appointed	\$101,623.00	\$53,586.00		\$45,897.00
Vicksburg	21,573	Appointed	\$100,205.04				Appointed	\$97,099.48	\$30,284.80		\$27,539.20
Gautier	19,024	Appointed	\$75,400.00	\$50,232.00	\$45,864.00	\$39,312.00	Appointed	\$70,200.00			\$32,110.00
Ocean Springs	18,429	Appointed	\$83,000.00	\$60,016.32	\$55,146.00	\$45,864.00	Appointed	\$80,000.00	\$49,815.20		\$39,828.80
Laurel	17,161	Appointed	\$96,102.24	\$65,309.09	\$59,144.44	\$51,003.16	Appointed	\$91,545.22	\$50,283.22		\$42,560.90
Hernando	17,138	Appointed	\$108,661.00	\$70,644.95	\$67,222.27	\$59,260.37	Appointed	\$99,541.00	\$47,207.94		\$36,616.42
Clarksdale	14,903	Appointed	\$79,064.00	\$49,122.00	\$47,622.00	\$39,621.00	Appointed	\$75,039.00	\$44,122.00		\$39,621.00
Corinth	14,622	Elected	\$90,550.20	\$53,534.02	\$48,974.40	\$44,414.40	Appointed	\$74,799.92	\$48,006.00	\$42,084.00	\$37,674.00
Natchez	14,520	Appointed	\$83,000.00	\$52,624.00	\$45,510.00	\$34,070.00	Appointed	\$83,000.00	\$54,197.00	\$41,753.00	\$37,976.00
D'Iberville	12,721	Appointed	\$93,995.00	\$64,625.00	\$61,654.00	\$55,255.00	Appointed	\$96,075.00	\$64,738.00		\$54,706.00
Byram	12,666	Appointed	\$81,000.00	\$61,000.00	\$54,000.00	\$40,000.00	Appointed	\$75,000.00	\$47,200.00	\$41,500.00	\$34,300.00
Brookhaven	11,674	Elected	\$70,625.76	\$56,500.00	\$50,500.00	\$39,750.00	Appointed	\$66,040.08	\$48,800.00		\$32,000.00
Bay St. Louis	11,229	Appointed	\$82,194.00	\$62,604.00	\$55,491.00	\$53,025.00	Appointed	\$76,950.00	\$54,137.00	\$52,416.00	\$44,186.00
Petal	11,010	Appointed	\$69,000.00	\$52,000.00	\$47,000.00	\$42,000.00	Appointed	\$65,000.00	\$45,000.00	\$49,000.00	\$37,000.00
Canton	10,948	Appointed	\$83,369.00	\$66,438.00	\$54,995.00	\$40,000.00	Appointed	\$75,000.00	\$55,000.00	\$58,492.00	\$35,000.00
Diamondhead	9,800										
Senatobia	8,354	Appointed	\$90,000.04	\$68,794.00	\$63,167.00	\$51,159.68	Appointed	\$74,256.00	\$55,037.32	\$51,344.28	\$42,277.04
New Albany	7,626	Elected	\$81,706.72	\$61,307.97	\$52,519.95	\$46,857.14	Appointed	\$65,749.65	\$53,286.14	\$42,370.54	\$37,505.34
Batesville	7,523	Appointed	\$89,169.60	\$69,114.76	\$58,270.16	\$53,999.40	Appointed	\$74,651.20	\$53,080.56		\$40,099.80
Waveland	7,210	Appointed	\$74,000.00	\$53,668.00	\$47,357.00	\$44,944.00	Appointed	\$70,598.00	\$51,326.00		\$44,990.00
Kosciusko	7,114	Appointed	\$65,000.00	\$49,402.00	\$46,235.00	\$42,588.00	Appointed	\$65,565.00	\$49,402.00	\$46,231.00	\$42,530.00
Amory	6,666	Elected	\$74,942.40	\$56,995.64	\$53,306.24	\$43,736.16	Appointed	\$67,485.60	\$52,411.20		\$42,309.60
Louisville	6,000	Appointed	\$102,814.92	\$53,015.56	\$47,336.12	\$39,398.32	Appointed	\$61,452.82		\$43,704.96	\$3,971.36
Pontotoc	5,640	Appointed	\$66,452.40	\$51,738.95	\$51,389.52	\$50,712.49	Appointed	\$66,452.40	\$55,823.04		\$44,321.44

POLICE AND FIRE (POPULATION)

Municipality	Population	Police Department					Fire Department				
		Police Chief Elected/ Appointed	Police Chief Salary	Police Lieutenant	Police Sergeant	Police Officer	Fire Chief Elected/ Appointed	Fire Chief Salary	Fire Lieutenant	Fire Sergeant	Firefighter
Ripley	5,462	Appointed	\$52,945.00	\$47,840.00	\$42,800.00	\$35,900.00	Appointed	\$17,476.00	\$13,504.00		
Forest	5,430										
Aberdeen	4,961		\$65,000.00	\$42,000.00	\$37,000.00	\$33,000.00	Appointed	\$60,000.00	\$38,000.00	\$40,000.00	\$26,000.00
Carthage	4,901	Appointed	\$88,400.00	\$65,962.00	\$57,890.04	\$48,074.00	Appointed	\$60,840.00	\$57,408.00	\$54,912.00	\$42,432.00
Crystal Springs	4,862	Appointed	\$50,000.00	\$40,000.00	\$40,000.00	\$35,000.00	Appointed	\$40,803.00			
Ellisville	4,652	Appointed	\$62,248.00	\$46,124.00	\$46,889.00	\$42,063.00	Appointed	\$58,325.00	\$37,983.00	\$45,176.00	\$34,912.00
Florence	4,572	Appointed	\$72,500.00	\$50,232.00	\$48,048.00	\$45,995.00					
Waynesboro	4,567	Appointed	\$64,080.00			\$40,482.00	Appointed	\$25,589.00			\$51,134.00
Fulton	4,542	Appointed	\$62,062.00	\$51,669.00			Appointed	\$50,000.00	\$56,721.00		\$43,992.00
Leakesville	3,775	Appointed	\$123,600.00				Appointed				
Newton	3,373	Appointed	\$52,000.00		\$39,312.00	\$37,128.00	Appointed	\$58,656.00			\$31,479.00
Poplarville	2,833	Appointed	\$58,656.00	\$42,411.20		\$38,084.80	Appointed	\$44,467.80	\$44,467.80		\$27,040.00
Verona	2,792	Appointed	\$51,324.00	\$47,000.00	\$44,007.60	\$40,404.00	Appointed	\$42,000.00			\$36,000.00
Collins	2,342	Appointed	\$70,200.00	\$62,200.00	\$49,660.00	\$38,000.00	Appointed	\$70,200.00	\$41,700.00	\$38,700.00	\$38,000.00
Eupora	2,152	Appointed	\$53,000.00		\$45,000.00	\$38,775.00	Appointed				
Decatur	1,945	Appointed	\$58,656.00	\$49,074.48		\$43,155.84					
Moorhead	1,937		\$40,019.00					\$1,800.00			
Nettleton	1,935	Elected	\$55,451.03	\$51,419.47	\$45,831.49	\$44,144.35	Appointed				\$39,000.00
Magnolia	1,883	Appointed	\$52,904.04			\$27,131.00	Appointed	\$35,000.16			
Sumrall	1,765	Appointed	\$69,800.00		\$65,000.00	\$42,000.00					
Sardis	1,748	Appointed	\$25,000.00	\$40,248.00		\$39,130.00	Appointed				
Bruce	1,707	Appointed	\$59,850.44			\$40,497.60					
Bay Springs	1,670	Appointed	\$55,541.04	\$42,332.64		\$39,752.64	Appointed	\$6,048.48			\$3,400.00
Flora	1,647	Appointed	\$30,000.00	\$54,000.00		\$43,000.00					
Calhoun City	1,533	Elected	\$58,656.00	\$40,710.00		\$38,264.00					
Summit	1,505	Appointed	\$54,074.00	\$39,686.00	\$35,443.00	\$33,737.00					
Pelahatchie	1,272	Appointed	\$72,800.00		\$49,000.00	\$46,800.00	Appointed	\$0.00			
Mantachie	1,121	Appointed	\$48,048.00			\$39,312.00					
Edwards	995	Appointed	\$40,040.00			\$29,426.70					
Prentiss	976	Appointed	\$50,400.00	\$41,496.00	\$39,312.00	\$37,128.00	Appointed	\$37,206.00	\$33,072.00		\$31,005.00
Jonestown	962	Appointed	\$38,480.00			\$32,240.00					
Derma	957	Appointed	\$32,478.96			\$20,478.96					
Blue Mountain	948	Appointed	\$41,600.00			\$12,442.00					
Brooksville	915	Appointed	\$38,000.00				Appointed	\$1,500.00			
Gloster	897	Appointed	\$52,000.00								
Stonewall	879	Appointed	\$22,464.00			\$19,344.00					

POLICE AND FIRE (POPULATION)

Municipality	Population	Police Department					Fire Department				
		Police Chief Elected/ Appointed	Police Chief Salary	Police Lieutenant	Police Sergeant	Police Officer	Fire Chief Elected/ Appointed	Fire Chief Salary	Fire Lieutenant	Fire Sergeant	Firefighter
Sherman	850	Appointed	\$58,656.00	\$52,000.00			Appointed	\$6,000.00			
DeKalb	836										
Maben	771	Appointed	\$36,501.63			\$34,852.90					
Smithville	717										
Thaxton	692	Appointed	\$2,400.00								
Utica	636	Appointed	\$47,448.00			\$22,880.00					
Boyle	600	Appointed	\$13,048.54								
Liberty	560	Appointed	\$38,000.00			\$28,000.00					
New Augusta	554	Appointed	\$30,000.00				Appointed				
Taylor	498	Appointed				\$1,200.00					
Enterprise	496	Appointed	\$37,440.00								
Hatley	495	Appointed	\$31,305.00			\$29,218.00	Appointed				
Noxapater	472	Appointed				\$27,300.00					
Dumas	471										
Tremont	467	Appointed	\$11,074.56				Appointed				
Blue Springs	436	Appointed									
Jumpertown	450										
Osyka	420	Appointed	\$33,600.00								
Glen	382										
D'Lo	373										
Sidon	311										
Arcola	304										
Crosby	302	Appointed	\$7,200.00	\$7,200.00							
Georgetown	300										
Sebastopol	266	Appointed	\$45,914.00			\$31,305.00	Appointed				
Marietta	256	Appointed	\$17,400.00								
Cary	241	Appointed				\$10,000.00	Elected				
Morgan City	207										
Golden	192	Appointed	\$12,960.00			\$1,500.00					
Braxton	186										
Pittsboro	157						Appointed	\$0.00	\$0.00	\$0.00	\$0.00
Winstonville	153										
Sylvarena	87						Appointed				
Learned	56										

SALARY STATISTICS SUMMARY

MAYOR		Mean	Minimum	Maximum	Percentiles				
					10%	25%	50%	75%	90%
	Over 30,000	\$121,134.34	\$80,000.00	\$156,790.40	\$95,000.00	\$110,449.00	\$119,999.36	\$135,126.30	\$152,716.16
	10,000 to 29,999	\$77,848.15	\$16,200.00	\$125,000.00	\$23,709.00	\$60,000.00	\$83,240.10	\$99,250.00	\$114,864.07
	5,000 to 9,999	\$77,313.40	\$50,000.00	\$92,639.04	\$62,500.00	\$75,500.00	\$79,870.68	\$85,560.34	\$89,569.52
	1,000 to 4,999	\$9,524.84	\$3,300.00	\$19,200.00	\$4,380.00	\$6,000.00	\$8,742.00	\$13,537.50	\$15,158.93
ELECTED OFFICIAL	0 to 999	\$8,930.76	\$0.00	\$35,360.00	\$1,200.00	\$2,886.00	\$6,000.00	\$11,620.71	\$18,602.50
	Over 30,000	\$26,793.99	\$20,000.00	\$36,075.78	\$21,908.00	\$24,089.76	\$26,654.28	\$28,324.19	\$32,219.33
	10,000 to 29,999	\$24,596.15	\$12,000.00	\$87,781.41	\$15,386.40	\$17,233.50	\$20,000.00	\$23,155.93	\$27,487.20
	5,000 to 9,999	\$19,259.44	\$12,230.00	\$26,011.56	\$14,532.96	\$16,834.14	\$18,113.90	\$22,396.17	\$25,436.63
	1,000 to 4,999	\$9,524.84	\$3,300.00	\$19,200.00	\$4,380.00	\$6,000.00	\$8,742.00	\$13,537.50	\$15,158.93
	0 to 999	\$3,710.83	\$0.00	\$18,000.00	\$598.80	\$1,119.00	\$2,302.50	\$4,912.50	\$8,726.58
CLERK OF THE COUNTY	Over 30,000	\$62,984.72	\$51,589.00	\$77,304.24	\$54,223.09	\$58,174.22	\$61,267.00	\$66,589.12	\$73,018.19
	10,000 to 29,999	\$59,412.00	\$41,824.00	\$77,000.00	\$45,341.60	\$50,618.00	\$59,412.00	\$68,206.00	\$73,482.40
	5,000 to 9,999	Zero Responses							
	1,000 to 4,999	\$41,494.33	\$20,891.00	\$57,000.00	\$26,031.20	\$33,741.50	\$46,592.00	\$51,796.00	\$54,918.40
	0 to 999	\$20,000.20	\$6,000.00	\$37,100.80	\$7,800.00	\$10,500.00	\$18,450.00	\$27,950.20	\$33,440.56
CITY CLERK	Over 30,000	\$88,859.27	\$65,794.56	\$117,291.00	\$70,206.24	\$73,394.26	\$94,140.80	\$99,000.00	\$106,916.40
	10,000 to 29,999	\$86,790.29	\$67,000.00	\$120,000.00	\$71,140.00	\$79,000.00	\$86,403.20	\$92,983.70	\$101,200.00
	5,000 to 9,999	\$59,535.55	\$34,424.08	\$81,411.20	\$38,532.04	\$46,039.50	\$63,119.00	\$71,875.00	\$76,955.60
	1,000 to 4,999	\$56,990.86	\$38,000.00	\$95,000.00	\$44,777.60	\$50,750.00	\$55,496.04	\$59,887.83	\$70,177.80
	0 to 999	\$28,218.64	\$0.00	\$58,656.00	\$3,480.00	\$18,000.00	\$29,120.00	\$41,600.00	\$49,558.08

HR DIRECTOR CITY MANAGER		Mean	Minimum	Maximum	Percentiles				
					10%	25%	50%	75%	90%
	Over 30,000	\$113,448.61	\$100,000.00	\$125,934.38	\$104,100.00	\$110,250.00	\$113,767.68	\$117,291.00	\$122,477.03
	10,000 to 29,999	\$118,667.33	\$70,000.00	\$150,000.00	\$88,000.00	\$106,537.50	\$121,575.00	\$140,890.50	\$146,427.00
	5,000 to 9,999	Zero Responses							
	1,000 to 4,999	\$41,007.00	\$41,007.00	\$41,007.00	\$41,007.00	\$41,007.00	\$41,007.00	\$41,007.00	\$41,007.00
DEPUTY CITY CLERK	0 to 999	\$24,724.27	\$13,048.54	\$36,400.00	\$15,383.69	\$18,886.41	\$24,724.27	\$30,562.14	\$34,064.85
	Over 30,000	\$93,758.79	\$85,400.90	\$108,000.00	\$85,880.36	\$87,423.76	\$94,140.80	\$96,961.16	\$101,697.00
	10,000 to 29,999	\$66,793.04	\$40,000.00	\$125,000.00	\$42,500.00	\$48,318.75	\$56,000.00	\$78,331.60	\$99,464.80
	5,000 to 9,999	\$52,296.27	\$36,337.60	\$81,411.20	\$36,898.08	\$37,738.80	\$39,140.00	\$60,275.60	\$72,956.96
	1,000 to 4,999	\$44,200.00	\$41,600.00	\$46,800.00	\$42,120.00	\$42,900.00	\$44,200.00	\$45,500.00	\$46,280.00
	0 to 999	Zero Responses							
MUNICIPAL COURT CLERK	Over 30,000	\$65,587.18	\$47,018.13	\$95,025.00	\$49,804.37	\$53,983.73	\$60,152.80	\$71,756.25	\$85,717.50
	10,000 to 29,999	\$49,241.78	\$35,000.00	\$63,003.00	\$43,376.00	\$44,558.50	\$50,000.00	\$52,596.50	\$55,734.43
	5,000 to 9,999	\$35,848.69	\$19,420.00	\$48,439.66	\$24,290.08	\$31,595.20	\$35,000.00	\$44,788.59	\$46,979.23
	1,000 to 4,999	\$39,234.48	\$29,931.20	\$54,392.00	\$30,451.20	\$33,246.86	\$37,950.24	\$43,841.00	\$49,336.00
	0 to 999	\$23,520.00	\$2,000.00	\$41,740.00	\$2,964.00	\$22,451.52	\$25,501.00	\$31,811.00	\$38,950.00
	Over 30,000	\$68,083.91	\$33,412.87	\$93,000.00	\$47,060.92	\$61,500.92	\$65,233.40	\$84,833.62	\$91,957.41
CITY CLERK	10,000 to 29,999	\$58,538.88	\$41,849.60	\$85,000.00	\$43,357.90	\$46,892.32	\$59,328.00	\$64,135.69	\$76,175.78
	5,000 to 9,999	\$38,357.14	\$31,720.00	\$42,207.01	\$34,027.50	\$36,912.85	\$39,140.40	\$41,108.60	\$41,903.51
	1,000 to 4,999	\$34,549.16	\$14,000.00	\$46,880.00	\$26,496.00	\$31,924.00	\$34,944.00	\$38,100.48	\$43,784.32
	0 to 999	\$19,511.06	\$1,200.00	\$41,600.00	\$2,640.00	\$6,457.50	\$18,504.00	\$31,179.20	\$35,360.00

SALARY STATISTICS SUMMARY

ADMINISTRATIVE ASSISTANT		Mean	Minimum	Maximum	Percentiles				
					10%	25%	50%	75%	90%
	Over 30,000	\$53,517.36	\$32,431.98	\$85,000.00	\$37,804.79	\$45,864.00	\$52,062.00	\$52,228.80	\$71,891.52
PUBLIC WORKS DIRECTOR	10,000 to 29,999	\$42,290.24	\$31,075.20	\$55,203.00	\$31,187.52	\$37,216.40	\$42,492.00	\$48,502.25	\$51,004.50
	5,000 to 9,999	\$30,165.85	\$19,420.00	\$40,911.70	\$21,569.17	\$24,792.93	\$30,165.85	\$35,538.78	\$38,762.53
	1,000 to 4,999	\$35,914.75	\$29,120.00	\$41,600.00	\$30,597.06	\$33,155.59	\$36,951.20	\$38,469.60	\$40,196.00
	0 to 999	Zero Responses							
	Over 30,000	\$105,258.95	\$85,173.00	\$130,000.00	\$85,693.03	\$87,519.86	\$108,000.00	\$119,299.96	\$127,618.19
STREET SUPERINTENDENT	10,000 to 29,999	\$84,676.82	\$57,330.00	\$127,500.00	\$67,600.00	\$76,564.80	\$81,900.00	\$91,140.22	\$93,225.60
	5,000 to 9,999	\$65,994.77	\$60,130.00	\$71,663.00	\$61,661.82	\$63,959.56	\$66,093.04	\$68,128.25	\$70,249.10
	1,000 to 4,999	\$52,341.31	\$13,000.00	\$70,950.00	\$39,897.40	\$51,204.52	\$55,000.00	\$57,022.40	\$62,521.60
	0 to 999	\$32,337.96	\$6,300.00	\$62,400.00	\$11,280.00	\$23,432.25	\$33,772.24	\$42,000.00	\$47,008.00
	Over 30,000	\$59,186.43	\$42,712.80	\$76,793.60	\$48,125.08	\$54,759.76	\$59,833.50	\$62,115.85	\$69,600.70
FOREMAN	10,000 to 29,999	\$62,683.29	\$47,923.20	\$95,604.60	\$95,604.60	\$50,173.00	\$58,272.24	\$68,318.50	\$81,111.84
	5,000 to 9,999	\$46,346.49	\$41,480.48	\$53,560.00	\$41,984.18	\$42,739.74	\$43,999.00	\$48,779.50	\$51,647.80
	1,000 to 4,999	\$55,477.08	\$38,100.48	\$73,000.00	\$45,550.24	\$53,195.50	\$55,391.00	\$57,735.00	\$65,490.00
	0 to 999	\$29,209.96	\$6,000.00	\$57,740.80	\$13,259.60	\$24,149.00	\$24,960.00	\$33,200.00	\$47,924.48
	Over 30,000	\$55,404.15	\$41,277.60	\$75,000.00	\$42,365.70	\$43,997.85	\$52,669.50	\$64,075.80	\$70,630.32
PARKS & REC DIRECTOR	10,000 to 29,999	\$46,887.90	\$22,880.00	\$69,000.00	\$33,152.00	\$40,348.25	\$44,990.00	\$55,324.41	\$64,723.69
	5,000 to 9,999	\$61,919.42	\$49,125.23	\$74,713.60	\$51,684.07	\$55,522.32	\$61,919.42	\$68,316.51	\$72,154.76
	1,000 to 4,999	\$39,365.80	\$31,554.00	\$50,000.00	\$32,244.40	\$33,280.00	\$38,995.00	\$43,000.00	\$47,200.00
	0 to 999	\$37,461.00	\$37,461.00	\$37,461.00	\$37,461.00	\$37,461.00	\$37,461.00	\$37,461.00	\$37,461.00
	Over 30,000	\$55,404.15	\$41,277.60	\$75,000.00	\$42,365.70	\$43,997.85	\$52,669.50	\$64,075.80	\$70,630.32

TRUCK DRIVER		Mean	Minimum	Maximum	Percentiles				
					10%	25%	50%	75%	90%
	Over 30,000	\$39,943.09	\$31,675.54	\$49,452.00	\$49,452.00	\$33,986.49	\$39,322.40	\$45,279.00	\$47,782.80
LABORER	10,000 to 29,999	\$40,150.89	\$31,200.00	\$49,500.00	\$36,291.84	\$37,566.00	\$38,609.50	\$43,651.67	\$45,525.60
	5,000 to 9,999	\$43,209.92	\$32,240.00	\$52,940.16	\$34,681.92	\$38,344.80	\$44,449.60	\$48,694.88	\$51,242.05
	1,000 to 4,999	\$34,830.62	\$30,409.00	\$43,680.00	\$30,962.70	\$31,231.20	\$34,180.00	\$36,157.08	\$39,926.12
	0 to 999	\$29,100.00	\$29,100.00	\$29,100.00	\$29,100.00	\$29,100.00	\$29,100.00	\$29,100.00	\$29,100.00
	Over 30,000	\$32,869.15	\$26,130.00	\$41,152.80	\$28,610.40	\$30,732.00	\$31,263.26	\$35,037.00	\$37,589.52
PARKS & REC LABORER	10,000 to 29,999	\$32,987.53	\$20,800.00	\$39,015.19	\$29,120.00	\$30,652.50	\$34,278.00	\$36,409.25	\$36,940.00
	5,000 to 9,999	\$31,415.80	\$29,120.00	\$33,207.20	\$29,744.00	\$30,680.00	\$31,668.00	\$32,403.80	\$32,885.84
	1,000 to 4,999	\$33,144.05	\$24,000.00	\$50,157.60	\$25,447.48	\$28,204.80	\$32,060.00	\$35,360.00	\$41,394.37
	0 to 999	\$26,851.91	\$12,000.00	\$37,440.00	\$21,120.00	\$22,880.00	\$25,105.00	\$32,520.00	\$37,440.00
	Over 30,000	\$92,226.93	\$84,000.00	\$110,000.00	\$85,200.00	\$87,084.17	\$88,649.60	\$94,385.30	\$101,015.00
PARKS & REC DIRECTOR	10,000 to 29,999	\$70,898.66	\$56,650.00	\$89,636.16	\$59,069.96	\$66,398.90	\$71,073.60	\$75,581.50	\$77,801.20
	5,000 to 9,999	\$55,550.67	\$43,000.00	\$67,303.28	\$45,400.00	\$49,000.00	\$51,500.08	\$66,950.00	\$67,161.97
	1,000 to 4,999	\$44,435.12	\$3,000.00	\$73,645.00	\$21,600.10	\$31,970.00	\$50,000.00	\$53,234.00	\$69,940.20
	0 to 999	\$7,733.33	\$3,600.00	\$10,000.00	\$4,800.00	\$6,600.00	\$9,600.00	\$9,800.00	\$9,920.00
	Over 30,000	\$32,656.34	\$29,802.36	\$36,524.80	\$30,016.94	\$30,212.00	\$31,200.00	\$35,321.63	\$36,066.67
PARKS & REC LABORER	10,000 to 29,999	\$32,784.83	\$20,800.00	\$42,565.00	\$27,248.00	\$30,530.00	\$33,889.00	\$35,208.75	\$37,631.40
	5,000 to 9,999	\$34,537.99	\$24,024.00	\$40,787.13	\$28,010.40	\$33,990.00	\$35,700.00	\$38,188.80	\$39,747.80
	1,000 to 4,999	\$32,084.27	\$24,000.00	\$43,160.00	\$24,768.00	\$26,478.40	\$31,200.00	\$36,400.00	\$39,352.00
	0 to 999	Zero Responses							
	Over 30,000	\$32,656.34	\$29,802.36	\$36,524.80	\$30,016.94	\$30,212.00	\$31,200.00	\$35,321.63	\$36,066.67

SALARY STATISTICS SUMMARY

CITY ENGINEER

DIRECTOR

PLANNER

BUILDING OFFICIAL

	Mean	Minimum	Maximum	Percentiles				
	10%	25%	50%	75%	90%			
Over 30,000	\$100,401.93	\$83,651.10	\$133,681.60	\$85,330.77	\$87,850.28	\$92,137.50	\$104,689.15	\$122,084.62
10,000 to 29,999	\$99,688.91	\$70,980.00	\$128,750.00	\$75,342.01	\$81,885.02	\$99,512.82	\$117,316.70	\$124,176.68
5,000 to 9,999	Zero Responses							
1,000 to 4,999								
0 to 999								
Over 30,000	\$104,951.30	\$93,690.00	\$114,379.20	\$94,784.84	\$98,349.49	\$107,879.45	\$110,000.00	\$112,189.60
10,000 to 29,999	\$75,568.50	\$59,500.00	\$102,211.00	\$61,950.00	\$64,500.00	\$71,302.00	\$85,950.25	\$91,177.60
5,000 to 9,999	\$73,632.00	\$73,632.00	\$73,632.00	\$73,632.00	\$73,632.00	\$73,632.00	\$73,632.00	\$73,632.00
1,000 to 4,999	\$33,000.00	\$5,500.00	\$60,500.00	\$11,000.00	\$19,250.00	\$33,000.00	\$46,750.00	\$55,000.00
0 to 999	Zero Responses							
Over 30,000	\$54,102.46	\$35,551.10	\$70,496.00	\$40,915.07	\$48,961.02	\$49,017.00	\$66,487.20	\$68,892.48
10,000 to 29,999	\$69,934.80	\$42,236.00	\$118,196.78	\$43,388.64	\$45,117.60	\$53,810.00	\$90,313.60	\$107,043.51
5,000 to 9,999	\$33,000.00	\$33,000.00	\$33,000.00	\$33,000.00	\$33,000.00	\$33,000.00	\$33,000.00	\$33,000.00
1,000 to 4,999	Zero Responses							
0 to 999								
Over 30,000	\$68,649.36	\$45,809.65	\$90,000.00	\$52,528.19	\$61,417.04	\$69,357.50	\$76,290.35	\$84,062.40
10,000 to 29,999	\$66,395.47	\$45,000.00	\$85,794.00	\$48,835.00	\$56,810.57	\$67,204.00	\$76,544.00	\$85,000.00
5,000 to 9,999	\$53,210.15	\$8,400.00	\$72,500.00	\$25,440.64	\$51,001.60	\$66,663.56	\$67,485.60	\$70,494.24
1,000 to 4,999	\$23,084.00	\$8,820.00	\$64,000.00	\$9,612.00	\$10,800.00	\$15,000.00	\$16,800.00	\$45,120.00
0 to 999	\$4,800.00	\$4,800.00	\$4,800.00	\$4,800.00	\$4,800.00	\$4,800.00	\$4,800.00	\$4,800.00

CODE ENFORCEMENT OFFICER

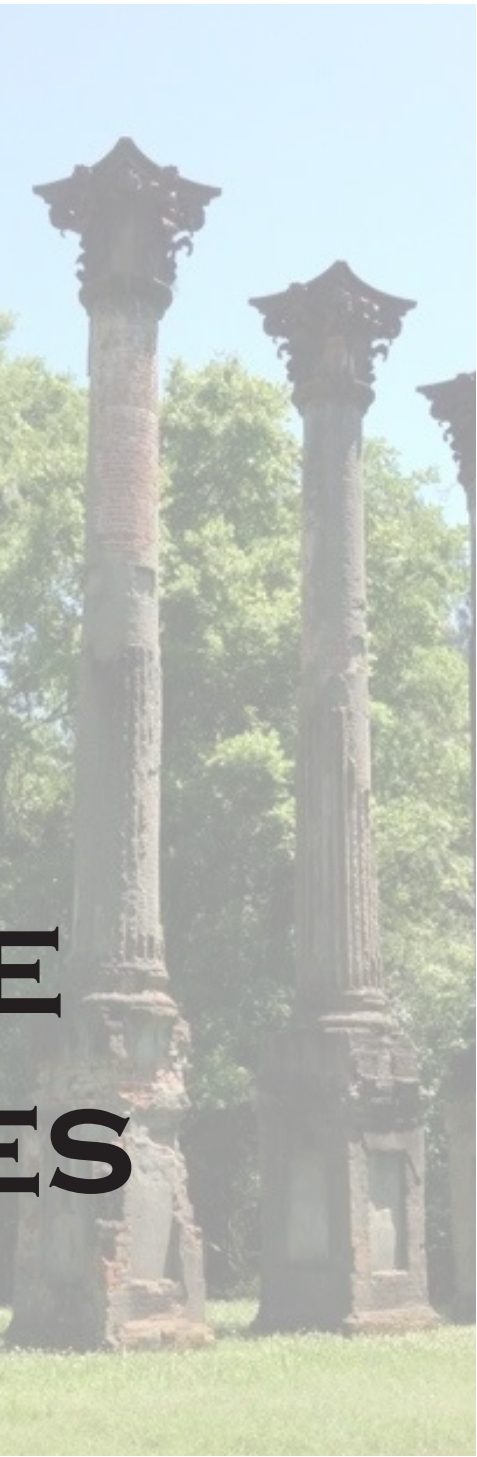
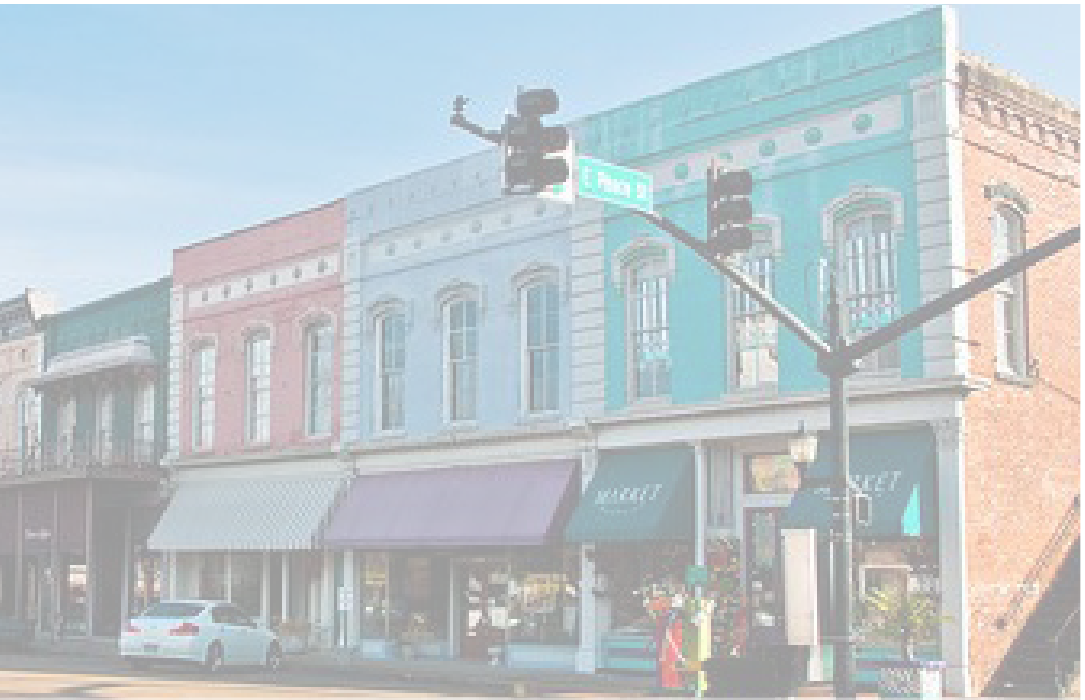
RISK MANAGER

	Mean	Minimum	Maximum	Percentiles				
	10%	25%	50%	75%	90%			
Over 30,000	\$47,936.22	\$36,960.77	\$79,500.00	\$37,685.11	\$39,114.40	\$43,888.00	\$48,488.00	\$62,625.60
10,000 to 29,999	\$41,736.99	\$33,716.80	\$55,328.00	\$34,672.32	\$38,587.00	\$41,283.24	\$44,515.78	\$47,116.16
5,000 to 9,999	\$51,522.76	\$28,922.00	\$71,068.66	\$33,787.51	\$41,085.78	\$53,050.19	\$63,487.17	\$68,036.06
1,000 to 4,999	\$21,774.66	\$2,400.00	\$51,417.00	\$5,640.00	\$12,127.41	\$14,700.00	\$32,755.00	\$44,453.70
0 to 999	\$9,221.00	\$6,000.00	\$12,442.00	\$6,644.20	\$7,610.50	\$9,221.00	\$10,831.50	\$11,797.80
Over 30,000	\$57,314.13	\$49,014.40	\$65,000.00	\$50,797.12	\$53,471.20	\$57,928.00	\$61,464.00	\$63,585.60
10,000 to 29,999	Zero Responses							
5,000 to 9,999	\$53,659.16	\$53,659.16	\$53,659.16	\$53,659.16	\$53,659.16	\$53,659.16	\$53,659.16	\$53,659.16
1,000 to 4,999	Zero Responses							
0 to 999								

SALARY STATISTICS SUMMARY

POLICE CHIEF	POLICE LIEUTENANT	POLICE SERGEANT	POLICE OFFICER		Mean	Minimum	Maximum	Percentiles				
								10%	25%	50%	75%	90%
Over 30,000	Over 30,000	Over 30,000	Over 30,000		\$116,226.56	\$100,000.00	\$131,456.00	\$108,751.68	\$114,793.07	\$115,252.80	\$118,645.50	\$124,582.40
10,000 to 29,999	10,000 to 29,999	10,000 to 29,999	10,000 to 29,999		\$94,096.49	\$69,000.00	\$125,000.00	\$77,438.20	\$83,092.25	\$94,997.50	\$101,268.51	\$109,984.70
5,000 to 9,999	5,000 to 9,999	5,000 to 9,999	5,000 to 9,999		\$75,234.84	\$52,945.00	\$102,814.92	\$58,972.50	\$67,250.00	\$74,471.20	\$80,015.64	\$92,260.82
1,000 to 4,999	1,000 to 4,999	1,000 to 4,999	1,000 to 4,999		\$60,232.86	\$25,000.00	\$123,600.00	\$44,011.40	\$52,904.04	\$58,656.00	\$65,000.00	\$72,680.00
0 to 999	0 to 999	0 to 999	0 to 999		\$31,709.13	\$2,400.00	\$58,656.00	\$11,074.56	\$17,400.00	\$36,501.63	\$41,600.00	\$50,400.00

FIRE CHIEF	FIRE LIEUTENANT	POLICE SERGEANT	FIREFIGHTER		Mean	Minimum	Maximum	Percentiles				
								10%	25%	50%	75%	90%
Over 30,000	Over 30,000	Over 30,000	Over 30,000		\$107,606.85	\$94,500.00	\$120,000.00	\$95,717.40	\$101,143.99	\$108,160.00	\$114,149.97	\$117,000.00
10,000 to 29,999	10,000 to 29,999	10,000 to 29,999	10,000 to 29,999		\$87,407.82	\$65,000.00	\$104,489.87	\$71,579.98	\$75,487.50	\$92,965.60	\$97,074.61	\$100,998.40
5,000 to 9,999	5,000 to 9,999	5,000 to 9,999	5,000 to 9,999		\$56,552.41	\$17,476.00	\$70,598.00	\$35,066.73	\$61,452.82	\$65,749.65	\$67,485.60	\$69,353.04
1,000 to 4,999	1,000 to 4,999	1,000 to 4,999	1,000 to 4,999		\$39,552.10	\$0.00	\$70,200.00	\$3,074.54	\$27,941.79	\$43,233.90	\$58,573.25	\$60,588.00
0 to 999	0 to 999	0 to 999	0 to 999		\$11,176.50	\$0.00	\$37,206.00	\$450.00	\$1,125.00	\$3,750.00	\$13,801.50	\$27,844.20



MEDICAL INSURANCE (ALPHABETICAL)

Municipality	Population	Offer Medical Insurance	How Many Offered?	How Many Enrolled?	Offer Spouses and Dependents	How Many Spouses and Dependents Enrolled?	Insurance Premiums Paid
Aberdeen	4,961	Yes	83	83	Yes	10	100% Employer Paid
Amory	6,666	Yes	110	108	Yes	12	100% Employer Paid
Arcola	304	No					
Batesville	7,523	Yes	196	191	Yes	24	100% Employer Paid
Bay Springs	1,670	Yes	36	29	Yes	16	Jointly Paid
Bay St. Louis	11,229	Yes	125	80	Yes	45	100% Employer Paid
Biloxi	49,449	Yes	605	566	Yes	327	Jointly Paid
Blue Mountain	948	Yes	6	6	Yes	0	100% Employer Paid
Blue Springs	436	No			No		
Boyle	600	Yes	5	5	Yes	1	100% Employer Paid
Braxton	186						
Brookhaven	11,674	Yes	147	147	Yes	53	100% Employer Paid
Brooksville	915	Yes	8	8	No		100% Employer Paid
Bruce	1,707	Yes	15	15	Yes	0	100% Employer Paid
Byram	12,666	Yes	98	84	Yes	13	100% Employer Paid
Calhoun City	1,533	Yes	13	10	Yes	0	
Canton	10,948	Yes	131	126	Yes	18	100% Employer Paid
Carthage	4,901	Yes	56	56	Yes	10	100% Employer Paid
Cary	241	No					
Clarksdale	14,903	Yes	115	113	Yes	2	100% Employer Paid
Collins	2,342	Yes	60	60	Yes	2	100% Employer Paid
Columbus	24,084						
Corinth	14,622	Yes	147	145	Yes	6	100% Employer Paid
Crosby	302	No					
Crystal Springs	4,862	Yes	40	24	Yes	13	Jointly Paid
Decatur	1,945	Yes	10	10	Yes	1	100% Employer Paid
DeKalb	836	Yes	9	9	Yes	0	100% Employer Paid
Derma	957	Yes	2	2	No		100% Employer Paid
Diamondhead	9,800	Yes	23	14	Yes	0	Jointly Paid
D'Iberville	12,721	Yes	145	87	Yes	48	Jointly Paid
D'Lo	373	No			No		
Dumas	471	No			No		
Edwards	995	Yes	4	4	No		100% Employer Paid
Ellisville	4,652	Yes	40	36	Yes	4	100% Employer Paid
Enterprise	496	Yes	4	4	Yes	2	100% Employer Paid
Eupora	2,152	Yes	18	18	Yes	0	100% Employer Paid

MEDICAL INSURANCE (ALPHABETICAL)

Municipality	Population	Offer Medical Insurance	How Many Offered?	How Many Enrolled?	Offer Spouses and Dependents	How Many Spouses and Dependents Enrolled?	Insurance Premiums Paid
Flora	1,647	Yes	115	15	Yes	3	100% Employer Paid
Florence	4,572	Yes	38	0	Yes	6	100% Employer Paid
Forest	5,430						
Fulton	4,542	Yes	48	48	Yes	3	100% Employer Paid
Gautier	19,024	Yes	140	127	Yes	72	Jointly Paid
Georgetown	300	No					
Glen	382						
Gloster	897	Yes	25	0	No		100% Employer Paid
Golden	192	Yes	3		No		100% Employer Paid
Gulfport	72,926	Yes	550	432	Yes	213	Jointly Paid
Hatley	495	No			No		
Hernando	17,138	Yes	193	181	Yes	72	100% Employer Paid
Horn Lake	27,000	Yes	218	120	Yes	204	100% Employer Paid
Jackson	153,701						
Jonestown	962	No					
Jumpertown	450	No					
Kosciusko	7,114	Yes	72		Yes		Jointly Paid
Laurel	17,161	Yes	190	190	Yes		100% Employer Paid
Leakesville	3,775	Yes	3	3	Yes	1	Jointly Paid
Learned	56	No			No		
Liberty	560	Yes	12	12	Yes	0	100% Employer Paid
Louisville	6,000	Yes	79	75	Yes	4	Jointly Paid
Maben	771	Yes	3	3	Yes	0	100% Employer Paid
Magnolia	1,883	Yes	26	26	Yes	0	100% Employer Paid
Mantachie	1,121	Yes	6	2	Yes	0	100% Employer Paid
Marietta	256	No			No		
Meridian	35,052	Yes	417		Yes		Jointly Paid
Moorhead	1,937	No			No		
Morgan City	207	No			No		
Natchez	14,520	Yes	195	122	Yes	32	Jointly Paid
Nettleton	1,935	No	13	5	No	0	100% Employer Paid
New Albany	7,626	Yes	99	94	Yes	13	Jointly Paid
New Augusta	554	Yes	4	4	Yes	0	100% Employer Paid
Newton	3,373	Yes	42	39	No		100% Employer Paid
Noxapater	472	Yes	3	3	Yes	1	100% Employer Paid
Ocean Springs	18,429	Yes	200	76	Yes	72	Jointly Paid

MEDICAL INSURANCE (ALPHABETICAL)

Municipality	Population	Offer Medical Insurance	How Many Offered?	How Many Enrolled?	Offer Spouses and Dependents	How Many Spouses and Dependents Enrolled?	Insurance Premiums Paid
Olive Branch	46,466	Yes	474	461	Yes		100% Employer Paid
Osyka	420	No			No		
Oxford	25,416	Yes	450	445	Yes	79	Jointly Paid
Pascagoula	22,010	Yes	181	81	Yes	81	Jointly Paid
Pearl	27,115	Yes	280	278	Yes	83	100% Employer Paid
Pelahatchie	1,272	Yes	14	14	Yes	3	100% Employer Paid
Petal	11,010	Yes	100	74	Yes	15	Jointly Paid
Pittsboro	157	No			No		
Pontotoc	5,640	Yes	99	93	Yes	13	100% Employer Paid
Poplarville	2,833	Yes	24	24	Yes	2	100% Employer Paid
Prentiss	976	Yes	21	15	Yes	1	100% Employer Paid
Ripley	5,462	Yes	57	55	Yes	17	100% Employer Paid
Sardis	1,748	Yes	15	13	Yes	2	100% Employer Paid
Sebastopol	266	No	1				Jointly Paid
Senatobia	8,354	Yes	111	110	Yes	15	100% Employer Paid
Sherman	850	Yes	9	9	No		100% Employer Paid
Sidon	311						
Smithville	717						
Southaven	54,648	Yes	430	347	Yes	75	100% Employer Paid
Starkville	24,360	Yes	278	226	Yes	56	Jointly Paid
Stonewall	879	Yes	4	4	Yes	1	100% Employer Paid
Summit	1,505	Yes	17	17	Yes		100% Employer Paid
Sumrall	1,765	Yes	13	12	Yes	0	100% Employer Paid
Sylvarena	87	No			No		
Taylor	498	No					
Thaxton	692	No					
Tremont	467	No					
Tupelo	37,926	Yes	469	237	Yes	197	100% Employer Paid
Utica	636	Yes	6	6	No		100% Employer Paid
Verona	2,792	Yes	19	19	Yes	0	100% Employer Paid
Vicksburg	21,573	Yes	380	380	Yes	273	100% Employer Paid
Waveland	7,210	Yes	84	73	Yes	1	100% Employer Paid
Waynesboro	4,567	Yes	36	31	Yes	16	Jointly Paid
Winstonville	153	No			No		

MEDICAL INSURANCE (POPULATION)

Municipality	Population	Offer Medical Insurance	How Many Offered?	How Many Enrolled?	Offer Spouses and Dependents	How Many Spouses and Dependents Enrolled?	Insurance Premiums Paid
Jackson	153,701						
Gulfport	72,926	Yes	550	432	Yes	213	Jointly Paid
Southaven	54,648	Yes	430	347	Yes	75	100% Employer Paid
Biloxi	49,449	Yes	605	566	Yes	327	Jointly Paid
Olive Branch	46,466	Yes	474	461	Yes		100% Employer Paid
Tupelo	37,926	Yes	469	237	Yes	197	100% Employer Paid
Meridian	35,052	Yes	417		Yes		Jointly Paid
Pearl	27,115	Yes	280	278	Yes	83	100% Employer Paid
Horn Lake	27,000	Yes	218	120	Yes	204	100% Employer Paid
Oxford	25,416	Yes	450	445	Yes	79	Jointly Paid
Starkville	24,360	Yes	278	226	Yes	56	Jointly Paid
Columbus	24,084						
Pascagoula	22,010	Yes	181	81	Yes	81	Jointly Paid
Vicksburg	21,573	Yes	380	380	Yes	273	100% Employer Paid
Gautier	19,024	Yes	140	127	Yes	72	Jointly Paid
Ocean Springs	18,429	Yes	200	76	Yes	72	Jointly Paid
Laurel	17,161	Yes	190	190	Yes		100% Employer Paid
Hernando	17,138	Yes	193	181	Yes	72	100% Employer Paid
Clarksdale	14,903	Yes	115	113	Yes	2	100% Employer Paid
Corinth	14,622	Yes	147	145	Yes	6	100% Employer Paid
Natchez	14,520	Yes	195	122	Yes	32	Jointly Paid
D'Iberville	12,721	Yes	145	87	Yes	78	Jointly Paid
Byram	12,666	Yes	98	84	Yes	13	100% Employer Paid
Brookhaven	11,674	Yes	147	147	Yes	53	100% Employer Paid
Bay St. Louis	11,229	Yes	125	80	Yes	45	100% Employer Paid
Petal	11,010	Yes	100	74	Yes	15	Jointly Paid
Canton	10,948	Yes	131	126	Yes	18	100% Employer Paid
Diamondhead	9,800	Yes	23	14	Yes	0	Jointly Paid
Senatobia	8,354	Yes	111	110	Yes	15	100% Employer Paid
New Albany	7,626	Yes	99	94	Yes	13	Jointly Paid
Batesville	7,523	Yes	196	191	Yes	24	100% Employer Paid
Waveland	7,210	Yes	84	73	Yes	1	100% Employer Paid
Kosciusko	7,114	Yes	72		Yes		Jointly Paid
Amory	6,666	Yes	110	108	Yes	12	100% Employer Paid
Louisville	6,000	Yes	79	75	Yes	4	Jointly Paid
Pontotoc	5,640	Yes	99	93	Yes	13	100% Employer Paid

MEDICAL INSURANCE (POPULATION)

Municipality	Population	Offer Medical Insurance	How Many Offered?	How Many Enrolled?	Offer Spouses and Dependents	How Many Spouses and Dependents Enrolled?	Insurance Premiums Paid
Ripley	5,462	Yes	57	55	Yes	17	100% Employer Paid
Forest	5,430						
Aberdeen	4,961	Yes	83	83	Yes	10	100% Employer Paid
Carthage	4,901	Yes	56	56	Yes	10	100% Employer Paid
Crystal Springs	4,862	Yes	40	24	Yes	13	Jointly Paid
Ellisville	4,652	Yes	40	16	Yes	4	100% Employer Paid
Florence	4,572	Yes	38	0	Yes	6	100% Employer Paid
Waynesboro	4,567	Yes	36	31	Yes	16	Jointly Paid
Fulton	4,542	Yes	48	48	Yes	3	100% Employer Paid
Leakesville	3,775	Yes	3	3	Yes	1	
Newton	3,373	Yes	42	39	No		100% Employer Paid
Poplarville	2,833	Yes	24	24	Yes	2	100% Employer Paid
Verona	2,792	Yes	19	19	Yes	0	100% Employer Paid
Collins	2,342	Yes	60	60	Yes	2	100% Employer Paid
Eupora	2,152	Yes	18	18	Yes	0	100% Employer Paid
Decatur	1,945	Yes	10	10	Yes	1	100% Employer Paid
Moorhead	1,937	No			No		
Nettleton	1,935	Yes	13	5	Yes	0	100% Employer Paid
Magnolia	1,883	Yes	26	26	Yes	0	100% Employer Paid
Sumrall	1,765	Yes	13	12	Yes	0	100% Employer Paid
Sardis	1,748	Yes	15	13	Yes	2	100% Employer Paid
Bruce	1,707	Yes	15	15	Yes	0	100% Employer Paid
Bay Springs	1,670	Yes	36	29	Yes	16	Jointly Paid
Flora	1,647	Yes	15	15	Yes	2	100% Employer Paid
Calhoun City	1,533	Yes	13	10	Yes	0	
Summit	1,505	Yes	17	17	Yes		100% Employer Paid
Pelahatchie	1,272	Yes	14	14	Yes	3	100% Employer Paid
Mantachie	1,121	Yes	6	2	Yes	0	100% Employer Paid
Edwards	995	Yes	4	4	No		100% Employer Paid
Prentiss	976	Yes	21	15	Yes	1	100% Employer Paid
Jonestown	962	No					
Derma	957	Yes	4	4	No		100% Employer Paid
Blue Mountain	948	Yes	6	6	Yes	0	100% Employer Paid
Brooksville	915	Yes	8	8	No		100% Employer Paid
Gloster	897	Yes	25	0	No	0	100% Employer Paid
Stonewall	879	Yes	4	4	Yes	1	100% Employer Paid

MEDICAL INSURANCE (POPULATION)

Municipality	Population	Offer Medical Insurance	How Many Offered?	How Many Enrolled?	Offer Spouses and Dependents	How Many Spouses and Dependents Enrolled?	Insurance Premiums Paid
Sherman	850	Yes	9	9	No		100% Employer Paid
DeKalb	836	Yes	9	9	Yes	0	100% Employer Paid
Maben	771	Yes	3	3	Yes	0	100% Employer Paid
Smithville	717						
Thaxton	692	No					
Utica	636	Yes	6	6	No		100% Employer Paid
Boyle	600	Yes	5	5	Yes	1	100% Employer Paid
Liberty	560	Yes	12	12	Yes	0	100% Employer Paid
New Augusta	554	Yes	4	4	Yes	0	100% Employer Paid
Taylor	498	No					
Enterprise	496	Yes	4	4	Yes	2	100% Employer Paid
Hatley	495	No			No		
Noxapater	472	No			No		
Dumas	471	No			No		
Tremont	467	No					
Blue Springs	436	No			No		
Jumpertown	450	No					
Osyka	420	No			No		
Glen	382						
D'Lo	373	No			No		
Sidon	311						
Arcola	304	No					
Crosby	302	No					
Georgetown	300	No					
Sebastopol	266	Yes	1				Jointly Paid
Marietta	256	No			No		
Cary	241	No					
Morgan City	207	No			No		
Golden	192	Yes	3		No		100% Employer Paid
Braxton	186						
Pittsboro	157	No			No		
Winstonville	153	No			No		
Sylvarena	87	No			No		
Learned	56	No			No		

DENTAL INSURANCE (ALPHABETICAL)

Municipality	Population	Offer Dental Insurance	How Many Offered?	How Many Enrolled?	Offer Spouses and Dependents	How Many Spouses and Dependents Enrolled?	Insurance Premiums Paid
Aberdeen	4,961	Yes	83	77	Yes	10	Jointly Paid
Amory	6,666	Yes	110	110	Yes	22	100% Employer Paid
Arcola	304	No					
Batesville	7,523	Yes	196	193	Yes	38	100% Employer Paid
Bay Springs	1,670	Yes	36	13	Yes	16	Jointly Paid
Bay St. Louis	11,229	Yes	125	80	Yes	45	100% Employer Paid
Biloxi	49,449	Yes	605	588	Yes	318	100% Employer Paid
Blue Mountain	948	No					
Blue Springs	436	No			No		
Boyle	600	Yes	5	1	Yes	0	100% Employee Paid
Braxton	186						
Brookhaven	11,674	Yes	147	147	Yes	53	100% Employer Paid
Brooksville	915	No					
Bruce	1,707	Yes	15	15	Yes	6	100% Employer Paid
Byram	12,666	Yes	98	84	Yes	20	100% Employer Paid
Calhoun City	1,533	Yes	13	10	No		Jointly Paid
Canton	10,948	Yes	131	66	Yes	20	100% Employee Paid
Carthage	4,901	Yes	56	22	Yes	9	100% Employee Paid
Cary	241	No					
Clarksdale	14,903	Yes	115	89	Yes	10	100% Employee Paid
Collins	2,342	Yes	60	60	Yes	2	100% Employer Paid
Columbus	24,084						
Corinth	14,622	Yes	147	98	Yes	24	100% Employee Paid
Crosby	302	No					
Crystal Springs	4,862	Yes	40	3	Yes	15	Jointly Paid
Decatur	1,945	Yes	10	2	Yes	0	100% Employee Paid
DeKalb	836	Yes	9	6	Yes	6	100% Employee Paid
Derma	957	No			No		
Diamondhead	9,800	Yes	23	12	Yes	3	100% Employee Paid
D'Iberville	12,721	Yes	145	64	Yes	67	Jointly Paid
D'Lo	373	No			No		
Dumas	471	No			No		
Edwards	995	Yes	4	4	No		100% Employer Paid
Ellisville	4,652	Yes	40	19	Yes	7	100% Employee Paid
Enterprise	496	Yes	4	4	Yes	2	100% Employer Paid
Eupora	2,152	No			No		

DENTAL INSURANCE (ALPHABETICAL)

Municipality	Population	Offer Dental Insurance	How Many Offered?	How Many Enrolled?	Offer Spouses and Dependents	How Many Spouses and Dependents Enrolled?	Insurance Premiums Paid
Flora	1,647	No					
Florence	4,572	Yes	38	23	Yes	19	100% Employee Paid
Forest	5,430						
Fulton	4,542	Yes	48	48	Yes	0	100% Employer Paid
Gautier	19,024	Yes	140	114	Yes	68	100% Employee Paid
Georgetown	300	No					
Glen	382						
Gloster	897	Yes		2	No		100% Employer Paid
Golden	192						
Gulfport	72,926	Yes	550	444	Yes	240	Jointly Paid
Hatley	495	No			No		
Hernando	17,138	Yes	193	175	Yes	69	100% Employee Paid
Horn Lake	27,000	Yes	218	106	Yes	202	Jointly Paid
Jackson	153,701						
Jonestown	962	No					
Jumpertown	450	No					
Kosciusko	7,114	Yes	72		Yes		100% Employee Paid
Laurel	17,161	Yes	190	165	Yes		100% Employee Paid
Leakesville	3,775	No			No		
Learned	56	No			No		
Liberty	560	Yes	7	6	Yes	3	100% Employer Paid
Louisville	6,000	Yes	79	45	Yes	6	100% Employee Paid
Maben	771	Yes	2	2	Yes	0	100% Employer Paid
Magnolia	1,883	Yes	26	5	Yes	0	100% Employee Paid
Mantachie	1,121	Yes	6	0	Yes	0	100% Employee Paid
Marietta	256	No			No		
Meridian	35,052	Yes	417		Yes		100% Employer Paid
Moorhead	1,937	Yes	21	17	Yes	17	100% Employer Paid
Morgan City	207	No			No		
Natchez	14,520	Yes	195	147	Yes	33	100% Employee Paid
Nettleton	1,935	Yes	13	5	Yes	0	100% Employer Paid
New Albany	7,626	Yes	94	63	Yes	27	100% Employee Paid
New Augusta	554	Yes	4	4	Yes	0	100% Employer Paid
Newton	3,373	Yes	42	35	No		Jointly Paid
Noxapater	472	No			No		
Ocean Springs	18,429	Yes	200	67	Yes	61	100% Employee Paid

DENTAL INSURANCE (ALPHABETICAL)

Municipality	Population	Offer Dental Insurance	How Many Offered?	How Many Enrolled?	Offer Spouses and Dependents	How Many Spouses and Dependents Enrolled?	Insurance Premiums Paid
Olive Branch	46,466	Yes	474	464	Yes		100% Employer Paid
Osyka	420	No			No		100% Employee Paid
Oxford	25,416	Yes	450	266	Yes	124	100% Employee Paid
Pascagoula	22,010	Yes	181	73	Yes	80	100% Employee Paid
Pearl	27,115	Yes	280	278	Yes	83	100% Employer Paid
Pelahatchie	1,272	Yes	14	14	Yes	3	100% Employer Paid
Petal	11,010	Yes	100	66	Yes	20	100% Employee Paid
Pittsboro	157	No			No		
Pontotoc	5,640	Yes	99	82	Yes	28	100% Employee Paid
Poplarville	2,833	Yes	24	24	Yes	3	100% Employer Paid
Prentiss	976	Yes	21	15	Yes		100% Employer Paid
Ripley	5,462	Yes	57	55	Yes	24	100% Employer Paid
Sardis	1,748	Yes	15	11	Yes	2	100% Employee Paid
Sebastopol	266	No					
Senatobia	8,354	Yes	111	81	Yes	20	100% Employee Paid
Sherman	850	No					
Sidon	311						
Smithville	717						
Southaven	54,648	Yes			Yes		100% Employee Paid
Starkville	24,360	Yes	278	206	Yes	79	Jointly Paid
Stonewall	879	Yes	4	2	Yes	1	Jointly Paid
Summit	1,505	Yes	17	16	Yes		100% Employer Paid
Sumrall	1,765	Yes	13	6	Yes	3	100% Employee Paid
Sylvarena	87	No			No		
Taylor	498	No					
Thaxton	692	No					
Tremont	467	No					
Tupelo	37,926	Yes	469	226	Yes	181	Jointly Paid
Utica	636	No			No		
Verona	2,792	Yes	19	13	Yes	1	100% Employee Paid
Vicksburg	21,573	Yes	380	380	Yes	288	100% Employee Paid
Waveland	7,210	Yes	84	49	Yes	14	100% Employee Paid
Waynesboro	4,567	Yes	36	32	Yes	17	100% Employee Paid
Winstonville	153	No			No		

DENTAL INSURANCE (POPULATION)

Municipality	Population	Offer Dental Insurance	How Many Offered?	How Many Enrolled?	Offer Spouses and Dependents	How Many Spouses and Dependents Enrolled?	Insurance Premiums Paid
Jackson	153,701						
Gulfport	72,926	Yes	550	444	Yes	240	Jointly Paid
Southaven	54,648	Yes			Yes		100% Employee Paid
Biloxi	49,449	Yes	605	588	Yes	318	100% Employer Paid
Olive Branch	46,466	Yes	474	464	Yes		100% Employer Paid
Tupelo	37,926	Yes	469	226	Yes	181	Jointly Paid
Meridian	35,052	Yes	417		Yes		100% Employer Paid
Pearl	27,115	Yes	280	278	Yes	83	100% Employer Paid
Horn Lake	27,000	Yes	218	106	Yes	202	Jointly Paid
Oxford	25,416	Yes	450	266	Yes	124	100% Employee Paid
Starkville	24,360	Yes	278	206	Yes	79	Jointly Paid
Columbus	24,084						
Pascagoula	22,010	Yes	181	73	Yes	80	100% Employee Paid
Vicksburg	21,573	Yes	380	380	Yes	288	100% Employee Paid
Gautier	19,024	Yes	140	114	Yes	68	100% Employee Paid
Ocean Springs	18,429	Yes	200	67	Yes	61	100% Employee Paid
Laurel	17,161	Yes	190	165	Yes		100% Employee Paid
Hernando	17,138	Yes	193	175	Yes	69	100% Employee Paid
Clarksdale	14,903	Yes	115	89	Yes	10	100% Employee Paid
Corinth	14,622	Yes	147	98	Yes	24	100% Employee Paid
Natchez	14,520	Yes	195	147	Yes	33	100% Employee Paid
D'Iberville	12,721	Yes	145	64	Yes	67	Jointly Paid
Byram	12,666	Yes	98	84	Yes	20	100% Employer Paid
Brookhaven	11,674	Yes	147	147	Yes	53	100% Employer Paid
Bay St. Louis	11,229	Yes	125	80	Yes	45	100% Employer Paid
Petal	11,010	Yes	100	66	Yes	20	100% Employee Paid
Canton	10,948	Yes	131	66	Yes	20	100% Employee Paid
Diamondhead	9,800	Yes	23	12	Yes	3	100% Employee Paid
Senatobia	8,354	Yes	111	81	Yes	20	100% Employee Paid
New Albany	7,626	Yes	94	63	Yes	27	100% Employee Paid
Batesville	7,523	Yes	196	193	Yes	38	100% Employer Paid
Waveland	7,210	Yes	84	49	Yes	12	100% Employee Paid
Kosciusko	7,114	Yes	72		Yes		100% Employee Paid
Amory	6,666	Yes	110	110	Yes	22	100% Employer Paid
Louisville	6,000	Yes	79	45	Yes	8	100% Employee Paid
Pontotoc	5,640	Yes	99	82	Yes	28	100% Employee Paid

DENTAL INSURANCE (POPULATION)

Municipality	Population	Offer Dental Insurance	How Many Offered?	How Many Enrolled?	Offer Spouses and Dependents	How Many Spouses and Dependents Enrolled?	Insurance Premiums Paid
Ripley	5,462	Yes	57	55	Yes	24	100% Employer Paid
Forest	5,430						
Aberdeen	4,961	Yes	83	77	Yes	10	Jointly Paid
Carthage	4,901	Yes	56	22	Yes	9	100% Employee Paid
Crystal Springs	4,862	Yes	40	33	Yes	15	Jointly Paid
Ellisville	4,652	Yes	40	19	Yes	7	100% Employee Paid
Florence	4,572	Yes	38	23	Yes	19	100% Employee Paid
Waynesboro	4,567	Yes	36	32	Yes	17	100% Employee Paid
Fulton	4,542	Yes	48	48	Yes	0	100% Employer Paid
Leakesville	3,775	No			No		
Newton	3,373	Yes	42	35	No		Jointly Paid
Poplarville	2,833	Yes	24	24	Yes	3	100% Employer Paid
Verona	2,792	Yes	19	13	Yes	1	100% Employee Paid
Collins	2,342	Yes	60	60	Yes	2	100% Employer Paid
Eupora	2,152	No			No		
Decatur	1,945	Yes	10	2	Yes	0	100% Employee Paid
Moorhead	1,937	Yes	21	17	Yes	17	100% Employer Paid
Nettleton	1,935	Yes	13	5	Yes	0	100% Employer Paid
Magnolia	1,883	Yes	26	5	Yes	0	100% Employee Paid
Sumrall	1,765	Yes	13	6	Yes	3	100% Employee Paid
Sardis	1,748	Yes	15	11	Yes	2	100% Employee Paid
Bruce	1,707	Yes	15	10	Yes	6	100% Employer Paid
Bay Springs	1,670	Yes	36	13	Yes	16	Jointly Paid
Flora	1,647	No					
Calhoun City	1,533	Yes	13	10	No	0	Jointly Paid
Summit	1,505	Yes	17	16	Yes		100% Employer Paid
Pelahatchie	1,272	Yes	14	14	Yes	3	100% Employer Paid
Mantachie	1,121	Yes	6	0	Yes	0	100% Employee Paid
Edwards	995	Yes	4	4	No		100% Employer Paid
Prentiss	976	Yes	21	15	Yes		100% Employer Paid
Jonestown	962	No					
Derma	957	No			No		
Blue Mountain	948	No					
Brooksville	915	No					
Gloster	897	Yes		2	No		100% Employer Paid
Stonewall	879	Yes	4	2	Yes	1	Jointly Paid

DENTAL INSURANCE (POPULATION)

Municipality	Population	Offer Dental Insurance	How Many Offered?	How Many Enrolled?	Offer Spouses and Dependents	How Many Spouses and Dependents Enrolled?	Insurance Premiums Paid
Sherman	850	No			No		
DeKalb	836	Yes	9	6	Yes	6	100% Employee Paid
Maben	771	Yes	2	2	Yes	0	100% Employer Paid
Smithville	717						
Thaxton	692	No					
Utica	636	No					
Boyle	600	Yes	5	1	Yes	0	100% Employee Paid
Liberty	560	Yes	7	6	Yes	3	100% Employer Paid
New Augusta	554	Yes	4	4	Yes	0	100% Employer Paid
Taylor	498	No					
Enterprise	496	Yes	4	4	Yes		100% Employer Paid
Hatley	495	No			No		
Noxapater	472	No			No		
Dumas	471	No			No		
Tremont	467	No					
Blue Springs	436	No			No		
Jumpertown	450	No					
Osyka	420	No			No		100% Employee Paid
Glen	382						
D'Lo	373	No			No		
Sidon	311						
Arcola	304	No					
Crosby	302	No					
Georgetown	300	No					
Sebastopol	266	No					
Marietta	256	No			No		
Cary	241	No					
Morgan City	207	No			No		
Golden	192						
Braxton	186						
Pittsboro	157	No			No		
Winstonville	153	No			No		
Sylvarena	87	No			No		
Learned	56	No			No		

VISION INSURANCE (ALPHABETICAL)

Municipality	Population	Offer Vision Insurance	How Many Offered?	How Many Enrolled?	Offer Spouses and Dependents	How Many Spouses and Dependents Enrolled?	Insurance Premiums Paid
Aberdeen	4,961	Yes	83	80	Yes	10	Jointly Paid
Amory	6,666	Yes	110	12	Yes	5	100% Employee Paid
Arcola	304	No					
Batesville	7,523	Yes	196	122	Yes	30	100% Employee Paid
Bay Springs	1,670	Yes	36	8	Yes	10	100% Employee Paid
Bay St. Louis	11,229	Yes	125	32	Yes	21	
Biloxi	49,449	Yes	605	526	Yes	300	100% Employee Paid
Blue Mountain	948	No					
Blue Springs	436	No			No		
Boyle	600	Yes	5	1	Yes	1	100% Employee Paid
Braxton	186						
Brookhaven	11,674	Yes	147	147	Yes	48	100% Employer Paid
Brooksville	915	No					
Bruce	1,707	Yes	15	10	Yes	3	100% Employee Paid
Byram	12,666	Yes	98	85	Yes	18	100% Employer Paid
Calhoun City	1,533	Yes	13	10	Yes	0	100% Employee Paid
Canton	10,948	Yes	131	84	Yes	20	100% Employee Paid
Carthage	4,901	Yes	56	20	Yes	8	100% Employee Paid
Cary	241	No					
Clarksdale	14,903	Yes	115	65	Yes	8	100% Employee Paid
Collins	2,342	Yes	60	60	Yes	2	100% Employer Paid
Columbus	24,084						
Corinth	14,622	Yes	147	87	Yes	87	100% Employee Paid
Crosby	302	No					
Crystal Springs	4,862	Yes	40	36	Yes	13	Jointly Paid
Decatur	1,945	Yes	10	2	Yes	0	100% Employee Paid
DeKalb	836	Yes	9	4	Yes	2	100% Employee Paid
Derma	957	No			No		
Diamondhead	9,800	Yes	23	12	Yes	2	100% Employee Paid
D'Iberville	12,721	Yes	145	71	Yes	64	Jointly Paid
D'Lo	373	No			No		
Dumas	471	No			No		
Edwards	995	No			No		
Ellisville	4,652	Yes	40	16	Yes	8	100% Employee Paid
Enterprise	496	Yes	4	4	Yes	2	100% Employer Paid
Eupora	2,152	No			No		

VISION INSURANCE (ALPHABETICAL)

Municipality	Population	Offer Vision Insurance	How Many Offered?	How Many Enrolled?	Offer Spouses and Dependents	How Many Spouses and Dependents Enrolled?	Insurance Premiums Paid
Flora	1,647	No					
Florence	4,572	Yes	38	18	Yes	3	100% Employee Paid
Forest	5,430						
Fulton	4,542	Yes	48	29	Yes	29	100% Employee Paid
Gautier	19,024	Yes	140	89	Yes	50	100% Employee Paid
Georgetown	300	No					
Glen	382						
Gloster	897	Yes			No		100% Employer Paid
Golden	192						
Gulfport	72,926	Yes	550	377	Yes	199	Jointly Paid
Hatley	495	No			No		
Hernando	17,138	Yes	193	161	Yes	63	100% Employee Paid
Horn Lake	27,000	Yes	218	109	Yes	204	Jointly Paid
Jackson	153,701						
Jonestown	962	No					
Jumpertown	450	No					
Kosciusko	7,114	Yes	72		Yes		100% Employee Paid
Laurel	17,161	Yes	190	157	Yes		100% Employee Paid
Leakesville	3,775	No			No		
Learned	56	No			No		
Liberty	560	Yes	7	6	Yes	3	100% Employer Paid
Louisville	6,000	Yes	79	42	Yes	8	100% Employee Paid
Maben	771	Yes	2	2	Yes	0	100% Employer Paid
Magnolia	1,883	Yes	26	3	Yes	0	100% Employee Paid
Mantachie	1,121	Yes	6	0	Yes	0	100% Employee Paid
Marietta	256	No					
Meridian	35,052	Yes	417		No		Jointly Paid
Moorhead	1,937	Yes	21	17	Yes	17	100% Employer Paid
Morgan City	207	No			No		
Natchez	14,520	Yes	195	124	Yes	41	100% Employee Paid
Nettleton	1,935	Yes	13	13	Yes	2	100% Employer Paid
New Albany	7,626	Yes	94	47	Yes	16	100% Employee Paid
New Augusta	554	Yes	4	4	Yes	0	100% Employer Paid
Newton	3,373	Yes	42	35	No		Jointly Paid
Noxapater	472	No			No		
Ocean Springs	18,429	Yes	200	66	Yes	46	100% Employee Paid

VISION INSURANCE (ALPHABETICAL)

Municipality	Population	Offer Vision Insurance	How Many Offered?	How Many Enrolled?	Offer Spouses and Dependents	How Many Spouses and Dependents Enrolled?	Insurance Premiums Paid
Olive Branch	46,466	Yes	474	427	Yes		100% Employee Paid
Osyka	420	No			No		100% Employee Paid
Oxford	25,416	Yes	450	214	Yes	85	100% Employee Paid
Pascagoula	22,010	Yes	181	57	Yes	62	100% Employee Paid
Pearl	27,115	Yes	280	130	Yes	130	100% Employer Paid
Pelahatchie	1,272	Yes	14	14	Yes	3	100% Employer Paid
Petal	11,010	Yes	100	69	Yes	18	100% Employee Paid
Pittsboro	157	No			No		
Pontotoc	5,640	Yes	99	75	Yes	30	100% Employee Paid
Poplarville	2,833	Yes	24	12	Yes		100% Employee Paid
Prentiss	976	Yes	21	15	Yes		100% Employer Paid
Ripley	5,462	Yes	57	56	Yes	25	100% Employer Paid
Sardis	1,748	Yes	15	9	Yes	3	100% Employee Paid
Sebastopol	266	No					
Senatobia	8,354	Yes	111	72	Yes	18	100% Employee Paid
Sherman	850	Yes	9	2	Yes	1	100% Employee Paid
Sidon	311						
Smithville	717						
Southaven	54,648	Yes	361	69	Yes	69	100% Employee Paid
Starkville	24,360	Yes	278	161	Yes	64	Jointly Paid
Stonewall	879	Yes	4	2	Yes	1	
Summit	1,505	Yes	17	16	Yes	1	100% Employer Paid
Sumrall	1,765	Yes	13	5	Yes	3	100% Employee Paid
Sylvarena	87	No			No		
Taylor	498	No					
Thaxton	692	No					
Tremont	467	No					
Tupelo	37,926	Yes	469	265	Yes	180	100% Employer Paid
Utica	636						
Verona	2,792	Yes	19	10	Yes	1	100% Employee Paid
Vicksburg	21,573	Yes	380	380	Yes	38	100% Employee Paid
Waveland	7,210	Yes	84	44	Yes	12	100% Employee Paid
Waynesboro	4,567	Yes	36	28	Yes	16	100% Employee Paid
Winstonville	153	No			No		

VISION INSURANCE (POPULATION)

Municipality	Population	Offer Vision Insurance	How Many Offered?	How Many Enrolled?	Offer Spouses and Dependents	How Many Spouses and Dependents Enrolled?	Insurance Premiums Paid
Jackson	153,701						
Gulfport	72,926	Yes	550	377	Yes	199	Jointly Paid
Southaven	54,648	Yes	361	69	Yes	69	100% Employee Paid
Biloxi	49,449	Yes	605	526	Yes	300	100% Employee Paid
Olive Branch	46,466	Yes	474	427	Yes		100% Employee Paid
Tupelo	37,926	Yes	469	265	Yes	265	100% Employer Paid
Meridian	35,052	Yes	417		No		Jointly Paid
Pearl	27,115	Yes	280	130	Yes	130	100% Employer Paid
Horn Lake	27,000	Yes	218	109	Yes	204	Jointly Paid
Oxford	25,416	Yes	450	214	Yes	85	100% Employee Paid
Starkville	24,360	Yes	278	161	Yes	64	Jointly Paid
Columbus	24,084						
Pascagoula	22,010	Yes	181	57	Yes	62	100% Employee Paid
Vicksburg	21,573	Yes	380	380	Yes	38	100% Employee Paid
Gautier	19,024	Yes	140	89	Yes	50	100% Employee Paid
Ocean Springs	18,429	Yes	200	66	Yes	46	100% Employee Paid
Laurel	17,161	Yes	190	157	Yes		100% Employee Paid
Hernando	17,138	Yes	193	161	Yes	63	100% Employee Paid
Clarksdale	14,903	Yes	115	65	Yes	8	100% Employee Paid
Corinth	14,622	Yes	147	87	Yes	26	100% Employee Paid
Natchez	14,520	Yes	195	124	Yes	41	100% Employee Paid
D'Iberville	12,721	Yes	145	71	Yes	64	Jointly Paid
Byram	12,666	Yes	98	85	Yes	18	100% Employer Paid
Brookhaven	11,674	Yes	147	147	Yes	48	100% Employer Paid
Bay St. Louis	11,229	Yes	125	32	Yes	21	
Petal	11,010	Yes	100	69	Yes	18	100% Employee Paid
Canton	10,948	Yes	131	84	Yes	20	100% Employee Paid
Diamondhead	9,800	Yes	23	12	Yes	2	100% Employee Paid
Senatobia	8,354	Yes	111	72	Yes	18	100% Employee Paid
New Albany	7,626	Yes	94	47	Yes	16	100% Employee Paid
Batesville	7,523	Yes	196	122	Yes	30	100% Employee Paid
Waveland	7,210	Yes	84	44	Yes	12	100% Employee Paid
Kosciusko	7,114	Yes	72		Yes		100% Employee Paid
Amory	6,666	Yes	110	12	Yes	5	100% Employee Paid
Louisville	6,000	Yes	79	42	Yes	8	100% Employee Paid
Pontotoc	5,640	Yes	99	75	Yes	30	100% Employee Paid

VISION INSURANCE (POPULATION)

Municipality	Population	Offer Vision Insurance	How Many Offered?	How Many Enrolled?	Offer Spouses and Dependents	How Many Spouses and Dependents Enrolled?	Insurance Premiums Paid
Ripley	5,462	Yes	57	56	Yes	25	100% Employer Paid
Forest	5,430						
Aberdeen	4,961	Yes	83	80	Yes	10	Jointly Paid
Carthage	4,901	Yes	56	20	Yes	8	100% Employee Paid
Crystal Springs	4,862	Yes	40	36	Yes	13	Jointly Paid
Ellisville	4,652	Yes	40	16	Yes	8	100% Employee Paid
Florence	4,572	Yes	38	18	Yes	3	100% Employer Paid
Waynesboro	4,567	Yes	36	28	Yes	16	100% Employee Paid
Fulton	4,542	Yes	48	29	Yes	29	100% Employee Paid
Leakesville	3,775	No			No		
Newton	3,373	Yes	42	35	No		Jointly Paid
Poplarville	2,833	Yes	24	12	Yes		100% Employee Paid
Verona	2,792	Yes	19	10	Yes	1	100% Employee Paid
Collins	2,342	Yes	60	60	Yes	2	100% Employer Paid
Eupora	2,152	No			No		
Decatur	1,945	Yes	10	2	Yes	0	100% Employee Paid
Moorhead	1,937	Yes	21	17	Yes	17	100% Employer Paid
Nettleton	1,935	Yes	13	13	Yes	2	100% Employer Paid
Magnolia	1,883	Yes	26	3	Yes	0	100% Employee Paid
Sumrall	1,765	Yes	13	5	Yes	3	100% Employee Paid
Sardis	1,748	Yes	15	9	Yes	3	100% Employee Paid
Bruce	1,707	Yes	15	10	Yes	3	100% Employee Paid
Bay Springs	1,670	Yes	36	8	No	10	100% Employee Paid
Flora	1,647	No					
Calhoun City	1,533	Yes	13	10	Yes	0	100% Employee Paid
Summit	1,505	Yes	17	16	Yes	1	100% Employer Paid
Pelahatchie	1,272	Yes	14	14	Yes	3	100% Employer Paid
Mantachie	1,121	Yes	6	0	Yes	0	100% Employee Paid
Edwards	995	No			No		
Prentiss	976	Yes	21	15	Yes		100% Employer Paid
Jonestown	962	No					
Derma	957	No			No		
Blue Mountain	948	No					
Brooksville	915	No					
Gloster	897	Yes			No		100% Employer Paid
Stonewall	879	Yes	4	2	Yes	1	

VISION INSURANCE (POPULATION)

Municipality	Population	Offer Vision Insurance	How Many Offered?	How Many Enrolled?	Offer Spouses and Dependents	How Many Spouses and Dependents Enrolled?	Insurance Premiums Paid
Sherman	850	Yes	9	2	Yes	1	100% Employee Paid
DeKalb	836	Yes	9	4	Yes	4	100% Employee Paid
Maben	771	Yes	2	2	Yes	0	100% Employer Paid
Smithville	717						
Thaxton	692	No					
Utica	636	No					
Boyle	600	Yes	5	1	Yes	1	100% Employee Paid
Liberty	560	Yes	7	6	Yes	3	100% Employer Paid
New Augusta	554	Yes	4	4	Yes	0	100% Employer Paid
Taylor	498	No					
Enterprise	496	Yes	4	4	Yes	2	100% Employer Paid
Hatley	495	No			No		
Noxapater	472	No			No		
Dumas	471	No			No		
Tremont	467	No					
Blue Springs	436	No			No		
Jumpertown	450	No					
Osyka	420	No			No		100% Employee Paid
Glen	382						
D'Lo	373	No			No		
Sidon	311						
Arcola	304	No					
Crosby	302	No					
Georgetown	300	No					
Sebastopol	266	No					
Marietta	256	No			No		
Cary	241	No					
Morgan City	207	No			No		
Golden	192						
Braxton	186						
Pittsboro	157	No			No		
Winstonville	153	No			No		
Sylvarena	87	No			No		
Learned	56	No			No		

DISABILITY INSURANCE (ALPHABETICAL)

Municipality	Population	Short Term Disability Insurance Full-Time				Long Term Disability Full-Time			
		Offer Short Term Disability	How Many Offered?	How Many Enrolled?	Insurance Premiums Paid	Offer Long Term Disability	How Many Offered?	How Many Enrolled?	Insurance Premiums Paid
Aberdeen	4,961	Yes	83	80	100% Employer Paid	No			
Amory	6,666	Yes	110	110	Jointly Paid	No			
Arcola	304								
Batesville	7,523	No				No			
Bay Springs	1,670	Yes	36	20	100% Employee Paid	No			
Bay St. Louis	11,229	Yes	125	53	100% Employee Paid	Yes	125	0	100% Employee Paid
Biloxi	49,449	Yes	605	62	100% Employee Paid	Yes	605	141	100% Employee Paid
Blue Mountain	948	No				No			
Blue Springs	436	No				No			
Boyle	600	Yes	5	1	100% Employee Paid	Yes	5	1	100% Employee Paid
Braxton	186								
Brookhaven	11,674	Yes	147	147	100% Employer Paid	No			
Brooksville	915	No				No			
Bruce	1,707	No				No			
Byram	12,666	Yes	98	35	100% Employee Paid	Yes	98	98	100% Employer Paid
Calhoun City	1,533	Yes	13	8	100% Employee Paid	Yes	13	8	
Canton	10,948	No				No			
Carthage	4,901	Yes	56	8	100% Employee Paid	Yes	56	0	100% Employee Paid
Cary	241	No				No			
Clarksdale	14,903	No				No			
Collins	2,342	Yes	60	26	100% Employee Paid	Yes	60	5	100% Employee Paid
Columbus	24,084								
Corinth	14,622	No				Yes	147	147	100% Employer Paid
Crosby	302	No				No			
Crystal Springs	4,862	Yes	40	34	Jointly Paid	Yes	40	34	Jointly Paid
Decatur	1,945	Yes	10	2	100% Employee Paid	No			
DeKalb	836	Yes	9	4	100% Employee Paid	Yes	9	1	100% Employee Paid
Derma	957	No				No			
Diamondhead	9,800	Yes	23	4	100% Employee Paid	Yes	23	10	100% Employee Paid
D'Iberville	12,721	Yes	145	14	100% Employee Paid	No			
D'Lo	373	No				No			
Dumas	471								
Edwards	995	No				No			
Ellisville	4,652	No				No			
Enterprise	496	Yes	4	3	100% Employer Paid	Yes	4	3	100% Employee Paid
Eupora	2,152	No				No			

DISABILITY INSURANCE (ALPHABETICAL)

Municipality	Population	Short Term Disability Insurance Full-Time				Long Term Disability Full-Time			
		Offer Short Term Disability	How Many Offered?	How Many Enrolled?	Insurance Premiums Paid	Offer Long Term Disability	How Many Offered?	How Many Enrolled?	Insurance Premiums Paid
Flora	1,647	No				No			
Florence	4,572	Yes	38	7	100% Employee Paid	Yes	38	7	100% Employee Paid
Forest	5,430								
Fulton	4,542	No				No			
Gautier	19,024	Yes	140	2	100% Employee Paid	Yes	140	7	100% Employee Paid
Georgetown	300	No				No			
Glen	382								
Gloster	897	Yes			100% Employee Paid	Yes			100% Employee Paid
Golden	192	No				No			
Gulfport	72,926	Yes	550	151	Jointly Paid	Yes	550	158	Jointly Paid
Hatley	495	No				No			
Hernando	17,138	Yes	193	56	100% Employee Paid	Yes	193	74	100% Employee Paid
Horn Lake	27,000	Yes				Yes			
Jackson	153,701								
Jonestown	962	Yes	6	3	100% Employee Paid	No			
Jumpertown	450	No				No			
Kosciusko	7,114	No				No			
Laurel	17,161	No				No			
Leakesville	3,775	No				No			
Learned	56	No				No			
Liberty	560	No				No			
Louisville	6,000	Yes	79	22		No			
Maben	771	Yes	3	3		Yes	3	2	100% Employee Paid
Magnolia	1,883	Yes	26	1	100% Employee Paid	Yes	26	3	100% Employee Paid
Mantachie	1,121	Yes	6	0	100% Employee Paid	Yes	6	0	100% Employee Paid
Marietta	256	No				No			
Meridian	35,052	Yes	417		100% Employee Paid	Yes	417		100% Employee Paid
Moorhead	1,937	No				No			
Morgan City	207	No				No			
Natchez	14,520	No				No			
Nettleton	1,935	Yes	13	2	100% Employee Paid	Yes	13	1	100% Employee Paid
New Albany	7,626	Yes	94	21	100% Employee Paid	Yes	94	1	100% Employee Paid
New Augusta	554	Yes	4	4	100% Employee Paid	Yes	4	0	100% Employee Paid
Newton	3,373	Yes	42	15	100% Employee Paid	Yes	42	10	100% Employee Paid
Noxapater	472	No				No			
Ocean Springs	18,429	No				No			

DISABILITY INSURANCE (ALPHABETICAL)

Municipality	Population	Short Term Disability Insurance Full-Time				Long Term Disability Full-Time			
		Offer Short Term Disability	How Many Offered?	How Many Enrolled?	Insurance Premiums Paid	Offer Long Term Disability	How Many Offered?	How Many Enrolled?	Insurance Premiums Paid
Olive Branch	46,466	No				No			
Osyka	420	No				No			
Oxford	25,416	Yes	450	135	100% Employee Paid	No			
Pascagoula	22,010	Yes	181	16	100% Employee Paid	No			
Pearl	27,115	Yes	280	140	100% Employer Paid	Yes	280	140	100% Employer Paid
Pelahatchie	1,272	No				No			
Petal	11,010	Yes	100	12	100% Employee Paid	No			
Pittsboro	157	No				No			
Pontotoc	5,640	No				No			
Poplarville	2,833	Yes	24	10		Yes			
Prentiss	976	Yes	21	4	100% Employee Paid	Yes	21	1	100% Employee Paid
Ripley	5,462	Yes	57	15	100% Employee Paid	No			
Sardis	1,748	Yes	15	5	100% Employee Paid	Yes	15	0	100% Employee Paid
Sebastopol	266	No				No			
Senatobia	8,354	Yes	111	42	100% Employee Paid	Yes	111	33	100% Employee Paid
Sherman	850	Yes	9	8	100% Employee Paid	Yes	9	8	100% Employee Paid
Sidon	311								
Smithville	717								
Southaven	54,648	Yes	430	169	100% Employee Paid	Yes	430	194	100% Employee Paid
Starkville	24,360	No				No			
Stonewall	879	Yes	4	2	Jointly Paid	Yes	4	0	Jointly Paid
Summit	1,505	No				No			
Sumrall	1,765	Yes	13	5	100% Employee Paid	Yes	13	0	100% Employee Paid
Sylvarena	87	No				No			
Taylor	498	No				No			
Thaxton	692	No				No			
Tremont	467	No				No			
Tupelo	37,926	Yes	469	52	100% Employee Paid	No			
Utica	636	No				No			
Verona	2,792	No				No			
Vicksburg	21,573	Yes	380	90	100% Employee Paid	No			
Waveland	7,210	Yes	84	12	100% Employee Paid	Yes	84	7	100% Employee Paid
Waynesboro	4,567	No				No			
Winstonville	153	No				No			

DISABILITY INSURANCE (POPULATION)

Municipality	Population	Short Term Disability Insurance Full-Time				Long Term Disability Full-Time			
		Offer Short Term Disability	How Many Offered?	How Many Enrolled?	Insurance Premiums Paid	Offer Long Term Disability	How Many Offered?	How Many Enrolled?	Insurance Premiums Paid
Jackson	153,701								
Gulfport	72,926	Yes	550	151	Jointly Paid	Yes	550	158	Jointly Paid
Southaven	54,648	Yes	430	169	100% Employee Paid	Yes	430	194	100% Employee Paid
Biloxi	49,449	Yes	605	62	100% Employee Paid	Yes	605	141	100% Employee Paid
Olive Branch	46,466	No				No			
Tupelo	37,926	Yes	469	52	100% Employee Paid	No			
Meridian	35,052	Yes	417		100% Employee Paid	Yes	417		100% Employee Paid
Pearl	27,115	Yes	280	140	100% Employer Paid	Yes	280	140	100% Employer Paid
Horn Lake	27,000	Yes				Yes			
Oxford	25,416	Yes	450	135	100% Employee Paid	No			
Starkville	24,360	No				No			
Columbus	24,084								
Pascagoula	22,010	Yes	181	16	100% Employee Paid	No			
Vicksburg	21,573	Yes	380	90	100% Employee Paid	No			
Gautier	19,024	Yes	140	2	100% Employee Paid	Yes	140	7	100% Employee Paid
Ocean Springs	18,429	No				No			
Laurel	17,161	No				No			
Hernando	17,138	Yes	193	56	100% Employee Paid	Yes	193	74	100% Employee Paid
Clarksdale	14,903	No				No			
Corinth	14,622	No				Yes	147	147	100% Employer Paid
Natchez	14,520	No				No			
D'Iberville	12,721	Yes	145	14	100% Employee Paid	No			
Byram	12,666	Yes	98	35	100% Employee Paid	Yes	98	98	100% Employer Paid
Brookhaven	11,674	Yes	147	147	100% Employer Paid	No			
Bay St. Louis	11,229	Yes	125	53	100% Employee Paid	Yes	125	0	100% Employee Paid
Petal	11,010	Yes	100	12	100% Employee Paid	No			
Canton	10,948	No				No			
Diamondhead	9,800	Yes	23	10	100% Employee Paid	Yes	23	10	100% Employee Paid
Senatobia	8,354	Yes	111	42	100% Employee Paid	Yes	111	33	100% Employee Paid
New Albany	7,626	Yes	94	21	100% Employee Paid	Yes	94	1	100% Employee Paid
Batesville	7,523	No				No			
Waveland	7,210	Yes	84	12	100% Employee Paid	Yes	84	7	100% Employee Paid
Kosciusko	7,114	No				Yes			
Amory	6,666	Yes	110	110	Jointly Paid	No			
Louisville	6,000	Yes	79	22		No			
Pontotoc	5,640	No				No			

DISABILITY INSURANCE (POPULATION)

Municipality	Population	Short Term Disability Insurance Full-Time				Long Term Disability Full-Time			
		Offer Short Term Disability	How Many Offered?	How Many Enrolled?	Insurance Premiums Paid	Offer Long Term Disability	How Many Offered?	How Many Enrolled?	Insurance Premiums Paid
Ripley	5,462	Yes	57	15	100% Employee Paid	No			
Forest	5,430								
Aberdeen	4,961	Yes	83	80	100% Employer Paid				
Carthage	4,901	Yes	56	8	100% Employee Paid	Yes	56	0	100% Employee Paid
Crystal Springs	4,862	Yes	40	34	Jointly Paid	Yes	40	34	Jointly Paid
Ellisville	4,652	No				No			
Florence	4,572	Yes	38	7	100% Employee Paid	Yes	38	7	100% Employee Paid
Waynesboro	4,567	No				No			
Fulton	4,542	No				No			
Leakesville	3,775	No				No			
Newton	3,373	Yes	42	15	100% Employee Paid	Yes	42	10	100% Employee Paid
Poplarville	2,833	Yes	24	10		Yes			
Verona	2,792	No				No			
Collins	2,342	Yes	60	26	100% Employee Paid	Yes	60	5	100% Employee Paid
Eupora	2,152	No				No			
Decatur	1,945	Yes	10	2	100% Employee Paid	No			
Moorhead	1,937	No				No			
Nettleton	1,935	Yes	13	2	100% Employee Paid	Yes	13	1	100% Employee Paid
Magnolia	1,883	Yes	26	1	100% Employee Paid	Yes	26	3	100% Employee Paid
Sumrall	1,765	Yes	13	5	100% Employee Paid	Yes	13	0	100% Employee Paid
Sardis	1,748	Yes	15	5	100% Employee Paid	Yes	15	0	100% Employee Paid
Bruce	1,707	No				No			
Bay Springs	1,670	Yes	36	20	100% Employee Paid	No			
Flora	1,647	No				No			
Calhoun City	1,533	Yes	13	8	100% Employee Paid	Yes	13	8	
Summit	1,505	No				No			
Pelahatchie	1,272	No				No			
Mantachie	1,121	Yes	6	0	100% Employee Paid	Yes	6	0	100% Employee Paid
Edwards	995	No				No			
Prentiss	976	Yes	21	4	100% Employee Paid	Yes	21	1	
Jonestown	962	Yes	6	3	100% Employee Paid	No			
Derma	957	No				No			
Blue Mountain	948	No				No			
Brooksville	915	No				No			
Gloster	897	Yes			100% Employee Paid	Yes			100% Employee Paid
Stonewall	879	Yes	4	2	Jointly Paid	Yes	4	0	Jointly Paid

DISABILITY INSURANCE (POPULATION)

Municipality	Population	Short Term Disability Insurance Full-Time				Long Term Disability Full-Time			
		Offer Short Term Disability	How Many Offered?	How Many Enrolled?	Insurance Premiums Paid	Offer Long Term Disability	How Many Offered?	How Many Enrolled?	Insurance Premiums Paid
Sherman	850	Yes	9	8	100% Employee Paid	Yes	9	8	100% Employee Paid
DeKalb	836	Yes	9	4	100% Employee Paid	Yes	9	1	100% Employee Paid
Maben	771	Yes	3	3		Yes	3	2	100% Employee Paid
Smithville	717								
Thaxton	692	No				No			
Utica	636	No				No			
Boyle	600	Yes	5	1	100% Employee Paid	Yes	5	1	100% Employee Paid
Liberty	560	No				No			
New Augusta	554	Yes	4	4	100% Employee Paid	Yes	4	0	100% Employee Paid
Taylor	498	No				No			
Enterprise	496	Yes	4	3	100% Employer Paid	Yes			100% Employee Paid
Hatley	495	No				No			
Noxapater	472	No				No			
Dumas	471								
Tremont	467	No				No			
Blue Springs	436	No				No			
Jumpertown	425	No				No			
Osyka	420	No			100% Employee Paid	No			100% Employee Paid
Glen	382								
D'Lo	373	No				No			
Sidon	311								
Arcola	304								
Crosby	302	No				No			
Georgetown	300	No				No			
Sebastopol	266	No				No			
Marietta	256	No				No			
Cary	241	No				No			
Morgan City	207	No				No			
Golden	192	No				No			
Braxton	186								
Pittsboro	157	No				No			
Winstonville	153	No				No			
Sylvarena	87	No				No			
Learned	56	No				No			

PAID LEAVE (ALPHABETICAL)

Municipality	Population	Paid Personal Leave Full-Time				Paid Vacation Leave Full-Time				Paid Sick Leave Full-Time				Paid Holidays Full-Time	
		Offer Paid Personal Leave	Number of Days Offered			Offer Paid Vacation Leave	Number of Days Offered			Offer Paid Sick Leave	Number of Days Offered			Offer Paid Holidays	Number of Days Offered
			1 Year	4 Years	10 Years		1 Year	4 Years	10 Years		1 Year	4 Years	10 Years		
Aberdeen	4,961	No				Yes	5	5	10	Yes	12.0	48.0	48.0	Yes	10
Amory	6,666	Yes				Yes	5	10	15	Yes	12.0	12.0	12.0	Yes	10
Arcola	304	No				Yes	5	10	15	Yes	12.0	12.0	12.0	Yes	10
Batesville	7,523	No				Yes	1	1	1.25	Yes	1.0	1.0	1.0	Yes	12
Bay Springs	1,670	Yes				Yes				No				Yes	10
Bay St. Louis	11,229	Yes				Yes	11.5	11.5		Yes	8.0	8.0	8.0	Yes	13
Biloxi	49,449	No				Yes	18	21	24	Yes	8.13	9.75	9.75	Yes	13
Blue Mountain	948	Yes				Yes	5	10	10	Yes	4.0	4.0	4.0	Yes	10
Blue Springs	436	No				No				No				No	
Boyle	600	No				Yes	5	10	15	Yes	5.0	10.0	30.0	Yes	15
Braxton	186														
Brookhaven	11,674	Yes	5	5	5	Yes	5	5	15	Yes	5.0	5.0	5.0	Yes	10
Brooksville	915	Yes	5	5	15	Yes	5	10	15	Yes	10.0	14.0	20.0	Yes	10
Bruce	1,707	No				Yes	5	10	15	Yes	12.0	12.0	12.0	Yes	11
Byram	12,666	No				Yes	10	10	15	Yes	12.0	12.0	12.0	Yes	10
Calhoun City	1,533	No				Yes	7	14.85	20	Yes	8.0	8.0	8.0	Yes	10
Canton	10,948	No				Yes	5	12	15	Yes	5.0	8.0	13.0	Yes	13
Carthage	4,901	No				Yes	5	12	20	Yes	5.0	7.0	15.0	Yes	13
Cary	241	No				Yes	20	20	20	Yes	12.0	10.5	9.0	Yes	11
Clarksdale	14,903	Yes	0	0	0	Yes	18	21	24	Yes	12	10.5	9	Yes	9
Collins	2,342	No				Yes	5	10	15	Yes	10.0	10.0	10.0	Yes	10
Columbus	24,084														
Corinth	14,622	No				Yes	5	10	144	Yes	5.0	5.0	5.0	Yes	10
Crosby	302	No				No				No				No	
Crystal Springs	4,862	Yes	3	3	3	Yes	10.125	10.125	10.125	Yes	6.0	6.0	6.0	Yes	11
Decatur	1,945	Yes	5	10	10	No				Yes	3.0	3.0	3.0	Yes	10
DeKalb	836	No				Yes	5	10	15	Yes	12.0	12.0	12.0	Yes	11
Derma	957	Yes	12	12	12	Yes	7	13	20	Yes	12.0	12.0	12.0	Yes	10
Diamondhead	9,800	No				Yes	5	5	10	Yes	12.0	12.0	12.0	Yes	10
D'Iberville	12,721	No				Yes	9	21	24	Yes	12.0	12.0	10.5	Yes	10
D'Lo	373	Yes	5	5	5	Yes	5	5	5	Yes	5	5	5	Yes	10
Dumas	471														
Edwards	995					Yes	5	10	15	Yes	12.0	10.5	9.0	Yes	12
Ellisville	4,652	Yes	2	2	2	Yes	5	10	15	Yes	12.0	12.0	12.0	Yes	12
Enterprise	496	No				Yes	5	10	15	Yes	12.0	10.5	9.0	Yes	10
Eupora	2,152	Yes	5	10	12	Yes	5	10	12	Yes	5.0	10.0	12.0	Yes	10

PAID LEAVE (ALPHABETICAL)

Municipality	Population	Paid Personal Leave Full-Time				Paid Vacation Leave Full-Time				Paid Sick Leave Full-Time				Paid Holidays Full-Time	
		Offer Paid Personal Leave	Number of Days Offered			Offer Paid Vacation Leave	Number of Days Offered			Offer Paid Sick Leave	Number of Days Offered			Offer Paid Holidays	Number of Days Offered
			1 Year	4 Years	10 Years		1 Year	4 Years	10 Years		1 Year	4 Years	10 Years		
Flora	1,647	No				Yes	10	10	16	Yes				Yes	12
Florence	4,572	Yes				Yes	18	21	24	Yes	7.0	14.0	14.0	Yes	12
Forest	5,430														
Fulton	4,542	Yes	5	5	10	No				Yes	12.0	12.0	12.0	Yes	12
Gautier	19,024	No				Yes	8.25	12	18	Yes	12.0	12.0	12.0	Yes	10
Georgetown	300	No				No				No				Yes	10
Glen	382														
Gloster	897	Yes				Yes	5	10	10	Yes	12.0	12.0	12.0	Yes	12
Golden	192	No				Yes	5	10	15	Yes	6.0	6.0	6.0	Yes	10
Gulfport	72,926	No				Yes	18	21	24	Yes	12.0	10.5	5.0	Yes	10
Hatley	495	Yes	10	15	20	Yes	5	10	15	Yes	5.0	5.0	5.0	Yes	
Hernando	17,138	Yes				Yes	5	10	20	Yes				Yes	10
Horn Lake	27,000					Yes	19.5	22.75	26	Yes	6.5	9.8	13.0	Yes	13
Jackson	153,701														
Jonestown	962	Yes	4	4	4	Yes	5	10	15	Yes	12.0	12.0	12.0	Yes	13
Jumpertown	450	Yes	5	5	5	Yes	5	5	5	No				Yes	10
Kosciusko	7,114	No				Yes	5	10	11	Yes	12.0	12.0	12.0	Yes	10
Laurel	17,161	No				Yes	10	10	15	Yes	12.0	12.0	12.0	Yes	11
Leakesville	3,775	Yes	5	10	10	Yes				No				Yes	16
Learned	56	No				No				No				No	
Liberty	560	Yes				Yes	5	10	10	Yes	6			Yes	9
Louisville	6,000	No				Yes	5	5	15	Yes	4.0	4.0	4.0	Yes	8
Maben	771	Yes				Yes								Yes	11
Magnolia	1,883	Yes	2	2	2	Yes	5	5	15	Yes	5.0	10.0	10.0	Yes	11
Mantachie	1,121	No				Yes	5	10	15	Yes	5	5	5	Yes	12
Marietta	256	No				Yes	5	10	10	No				Yes	14
Meridian	35,052	Yes				Yes	18	21	24	Yes	12.0	10.5	9.0	Yes	10
Moorhead	1,937	Yes	5	10	15	Yes	5	10	15	Yes	5.0	10.0	15.0	Yes	15
Morgan City	207	No				No				No				No	
Natchez	14,520	Yes	10	10	15	No				Yes	9.0	9.0	9.0	Yes	12
Nettleton	1,935	No				Yes	5	10	15	Yes	12	12	12	Yes	13
New Albany	7,626	Yes	12	48	120	Yes	5	10	10	Yes	12.0	48.0	120.0	Yes	12
New Augusta	554	No				Yes	5	10	15	Yes	8	8	8	Yes	11
Newton	3,373	No				Yes	12	12	12	Yes	5.0	5.0	5.0	Yes	12
Noxapater	472	No				Yes	10		15	Yes	12.0	12.0	12.0	Yes	10
Ocean Springs	18,429	Yes	18	21	24					Yes	12.0	10.5	9.0	Yes	10

PAID LEAVE (ALPHABETICAL)

Municipality	Population	Paid Personal Leave Full-Time				Paid Vacation Leave Full-Time				Paid Sick Leave Full-Time				Paid Holidays Full-Time	
		Offer Paid Personal Leave	Number of Days Offered			Offer Paid Vacation Leave	Number of Days Offered			Offer Paid Sick Leave	Number of Days Offered			Offer Paid Holidays	Number of Days Offered
			1 Year	4 Years	10 Years		1 Year	4 Years	10 Years		1 Year	4 Years	10 Years		
Olive Branch	46,466	No				Yes	7	16.8	28	Yes	16.8	14.7	12.6	Yes	11
Osyka	420	No				Yes	5	5	15	Yes	10.0	10.0	10.0	Yes	11
Oxford	25,416	No				Yes	12	15	16.5	Yes	12.0	12.0	12.0	Yes	10
Pascagoula	22,010	Yes	1	1	1	Yes	10	10	15	Yes	12	12	12	Yes	10
Pearl	27,115	No				Yes	10	10	10	Yes	12.0	12.0	12.0	Yes	13
Pelahatchie	1,272	Yes				Yes				Yes				Yes	
Petal	11,010	Yes	18	21	24	No				Yes	12.0	10.5	9.0	Yes	12
Pittsboro	157	Yes				Yes	7			Yes	5.0			Yes	10
Pontotoc	5,640	No				Yes	5	10	15	Yes	12.0	12.0	12.0	Yes	12
Poplarville	2,833	Yes	12	12	12	Yes	5	10		Yes	12.0	12.0	12.0	Yes	9
Prentiss	976	Yes	3	3	3	Yes	5	5	10	Yes	20	20	20	Yes	11
Ripley	5,462	No				Yes	5	5	15	No				Yes	10
Sardis	1,748	No				Yes	10	10	15	Yes	12.0	12.0	12.0	Yes	12
Sebastopol	266	Yes				Yes	5	10	15	Yes	5.0	5.0	5.0	Yes	11
Senatobia	8,354	Yes	8.5	11.75	12.25	No				No				Yes	10
Sherman	850	Yes	16	16	19	Yes	10	10	15	Yes	6	6	6	Yes	9
Sidon	311														
Smithville	717														
Southaven	54,648	Yes	10	15	25	No				Yes	13.0	13.0	13.0	Yes	10
Starkville	24,360	No				Yes	21.6	25.2	28.8	Yes	14.4	12.6	10.8	Yes	10
Stonewall	879	No				Yes	5	10	15	Yes	5.0	7.0		Yes	10
Summit	1,505	Yes	3.69	3.69	5.42	Yes	1.54	3.08	4.62	Yes	3.7	3.7	5.4	Yes	10
Sumrall	1,765					Yes	5	10	15	Yes	12.0	48.0	60.0	Yes	10
Sylvarena	87	No				No				No				No	
Taylor	498	No				Yes	5	10	10	Yes	5	10	10	Yes	10
Thaxton	692	No				No				No				No	
Tremont	467	No				Yes	5	15	15	Yes	12.0	12.0	12.0	Yes	9
Tupelo	37,926	No				Yes	10	10	15	Yes	12.0	12.0	12.0	Yes	10
Utica	636	Yes	3	3	3	Yes	10	10	15	Yes				Yes	10
Verona	2,792	Yes	0	0	0	Yes	5	10	15	Yes	12.0	48.0	120.0	Yes	12
Vicksburg	21,573	Yes	18	21	24	No				Yes	12.0	10.5	9.0	Yes	9
Waveland	7,210	No				Yes	14	14	15	Yes	7.0	7.0	7.0	Yes	12
Waynesboro	4,567	No				Yes	5	10	10	Yes	12.0	12.0	12.0	Yes	10
Winstonville	153	No				Yes	5	10	10	No				Yes	12

PAID LEAVE (POPULATION)

Municipality	Population	Paid Personal Leave Full-Time				Paid Vacation Leave Full-Time				Paid Sick Leave Full-Time				Paid Holidays Full-Time	
		Offer Paid Personal Leave	Number of Days Offered			Offer Paid Vacation Leave	Number of Days Offered			Offer Paid Sick Leave	Number of Days Offered			Offer Paid Holidays	Number of Days Offered
			1 Year	4 Years	10 Years		1 Year	4 Years	10 Years		1 Year	4 Years	10 Years		
Jackson	153,701														
Gulfport	72,926	No				Yes	18	21	24	Yes	12	10.5	5	Yes	10
Southaven	54,648	Yes	10	15	25	No				Yes	13	13	13	Yes	10
Biloxi	49,449	No				Yes	18	21	24	Yes	8.13	9.75	9.75	Yes	13
Olive Branch	46,466	No				Yes	7	16.8	28	Yes	16.8	14.7	12.6	Yes	11
Tupelo	37,926	No				Yes	10	10	15	Yes	12	12	12	Yes	10
Meridian	35,052	Yes				Yes	18	21	24	Yes	12	10.5	9	Yes	10
Pearl	27,115	No				Yes	10	10	10	Yes	12	12	12	Yes	13
Horn Lake	27,000					Yes	19.5	22.75	26	Yes	6.5	9.75	13	Yes	13
Oxford	25,416	No				Yes	12	15	16.5	Yes	12	12	12	Yes	10
Starkville	24,360	No				Yes	21.6	25.2	28.8	Yes	14.4	12.6	10.8	Yes	10
Columbus	24,084														
Pascagoula	22,010	Yes	1	1	1	Yes	10	10	15	Yes	12	12	12	Yes	10
Vicksburg	21,573	Yes	18	21	24	No				Yes	12	10.5	9	Yes	9
Gautier	19,024	No				Yes	8.25	12	18	Yes	12	12	12	Yes	10
Ocean Springs	18,429	Yes	18	21	24					Yes	12	10.5	9	Yes	10
Laurel	17,161	No				Yes	10	10	15	Yes	12	12	12	Yes	11
Hernando	17,138	Yes				Yes	5	10	20	Yes				Yes	10
Clarksdale	14,903	Yes	0	0	0	Yes	18	21	24	Yes	12	10.5	9	Yes	9
Corinth	14,622	No				Yes	5	10	14	Yes	5	5	5	Yes	10
Natchez	14,520	Yes	10	10	15	No				Yes	9	9	9	Yes	12
D'Iberville	12,721	No				Yes	9	21	24	Yes	12	12	10.5	Yes	10
Byram	12,666	No				Yes	10	10	15	Yes	12	12	12	Yes	10
Brookhaven	11,674	Yes	5	5	5	Yes	5	5	15	Yes	5	5	5	Yes	10
Bay St. Louis	11,229	Yes				Yes	11.5	11.5		Yes				Yes	13
Petal	11,010	Yes	18	21	24	No				Yes	12	10.5	9	Yes	12
Canton	10,948	No				Yes	5	12	15	Yes	5	8	13	Yes	13
Diamondhead	9,800	No				Yes	5	5	10	Yes	12	12	12	Yes	10
Senatobia	8,354	Yes	8.5	11.75	12.25	No				No				Yes	10
New Albany	7,626	Yes	12	48	120	Yes	5	10	10	Yes	12	48	120	Yes	12
Batesville	7,523	No				Yes	1	1	1.25	Yes	1	1	1	Yes	12
Waveland	7,210	No				Yes	14	14	15	Yes	7	7	7	Yes	12
Kosciusko	7,114	No				Yes	5	10	11	Yes	12	12	12	Yes	10
Amory	6,666	Yes				Yes	5	10	15	Yes	12	12	12	Yes	10
Louisville	6,000	No				Yes	5	5	15	Yes	4	4	4	Yes	8
Pontotoc	5,640	No				Yes	5	10	15	Yes	12	12	12	Yes	12

PAID LEAVE (POPULATION)

Municipality	Population	Paid Personal Leave Full-Time				Paid Vacation Leave Full-Time				Paid Sick Leave Full-Time				Paid Holidays Full-Time	
		Offer Paid Personal Leave	Number of Days Offered			Offer Paid Vacation Leave	Number of Days Offered			Offer Paid Sick Leave	Number of Days Offered			Offer Paid Holidays	Number of Days Offered
			1 Year	4 Years	10 Years		1 Year	4 Years	10 Years		1 Year	4 Years	10 Years		
Ripley	5,462	No				Yes	5	5	15	No				Yes	10
Forest	5,430														
Aberdeen	4,961						5	5	10		12	48	48		10
Carthage	4,901	No				Yes	5	12	20	Yes	5	7	15	Yes	13
Crystal Springs	4,862	Yes	3	3	3	Yes	10.125	10.125	10.125	Yes	6	6	6	Yes	11
Ellisville	4,652	Yes	2	2	2	Yes	5	10	15	Yes	12	12	12	Yes	12
Florence	4,572	Yes				Yes	18	21	24	Yes	7	14	14	Yes	12
Waynesboro	4,567	No				Yes	5	10	15	Yes	12	12	12	Yes	10
Fulton	4,542	Yes	5	5	10					Yes	12	12	12	Yes	
Leakesville	3,775	Yes	5	10	10	Yes				No				Yes	16
Newton	3,373	No				Yes	12	12	12	Yes	5.0	5.0	5.0	Yes	12
Poplarville	2,833	Yes	12	12	12	Yes	5	10		Yes	12	12	12	Yes	9
Verona	2,792	Yes	0	0	0	Yes	5	10	15	Yes	12	48	120	Yes	12
Collins	2,342	No				Yes	5	10	15	Yes	10	10	10	Yes	10
Eupora	2,152	Yes	5	10	12	Yes	5	10	12	Yes	5	10	12	Yes	10
Decatur	1,945	Yes	5	10	10	No				Yes	5	5	5	Yes	10
Moorhead	1,937	Yes	5	10	15	Yes	5	10	15	Yes	5	10	15	Yes	
Nettleton	1,935	No				Yes	5	10	15	Yes	12	12	12	Yes	13
Magnolia	1,883	Yes	2	2	2	Yes	5	5	15	Yes	5	10	10	Yes	11
Sumrall	1,765					Yes	5	10	15	Yes	12	48	60	Yes	10
Sardis	1,748	No				Yes	10	10	15	Yes	12	12	12	Yes	12
Bruce	1,707	No				Yes	5	10	15	Yes	12	12	12	Yes	11
Bay Springs	1,670	Yes				Yes				No				Yes	10
Flora	1,647	No				Yes	10	10	16	Yes				Yes	12
Calhoun City	1,533	No				Yes	7	14.85	20	Yes	8	8	8	Yes	10
Summit	1,505	Yes	3.69	3.69	5.42	Yes	1.54	3.08	4.62	Yes	3.69	3.69	5.42	Yes	10
Pelahatchie	1,272	Yes				Yes				Yes				Yes	
Mantachie	1,121	No				Yes	5	10	15	Yes	5	5	5	Yes	12
Edwards	995					Yes	5	10	15	Yes	12	10.5	9	Yes	12
Prentiss	976	Yes	3	3	3	Yes	5	5	10	Yes	20	20	20	Yes	11
Jonestown	962	Yes	4	4	4	Yes	5	10	15	Yes	12	12	12	Yes	13
Derma	957	Yes	12	12	12	Yes	7	13	20	Yes	12	12	12	Yes	10
Blue Mountain	948	Yes				Yes	5	10	10	Yes	4	4	4	Yes	10
Brooksville	915	Yes	5	5	15	Yes	5	10	15	Yes	10	14	20	Yes	10
Gloster	897	Yes				Yes	5	10	10	Yes	12	12	12	Yes	12
Stonewall	879	No				Yes	5	10	15	Yes	5	7		Yes	10

PAID LEAVE (POPULATION)

Municipality	Population	Paid Personal Leave Full-Time				Paid Vacation Leave Full-Time				Paid Sick Leave Full-Time				Paid Holidays Full-Time	
		Offer Paid Personal Leave	Number of Days Offered			Offer Paid Vacation Leave	Number of Days Offered			Offer Paid Sick Leave	Number of Days Offered			Offer Paid Holidays	Number of Days Offered
			1 Year	4 Years	10 Years		1 Year	4 Years	10 Years		1 Year	4 Years	10 Years		
Sherman	850	Yes	16	16	19	Yes	10	10	15	Yes	6	6	6	Yes	9
DeKalb	836	No				Yes	5	10	15	Yes	12	12	12	Yes	11
Maben	771	Yes				Yes								Yes	11
Smithville	717														
Thaxton	692	No				No				No				No	
Utica	636	Yes	3	3	3	Yes	10	10	15	Yes				Yes	10
Boyle	600	No				Yes	5	10	15	Yes	5	10	30	Yes	15
Liberty	560	Yes				Yes	5	10	10	Yes	6			Yes	9
New Augusta	554	No				Yes	5	10	15	Yes	8	8	8	Yes	11
Taylor	498	No				Yes	5	10	10	Yes	5	10	10	Yes	10
Enterprise	496	No				Yes	5	10	15	Yes	15	10.5	9	Yes	11
Hatley	495	Yes	10	15	20	Yes	5	10	15	Yes	5	5	5	Yes	
Noxapater	472	No				Yes	10		15	Yes	12	12	12	Yes	10
Dumas	471														
Tremont	467	No				Yes	5	15	15	Yes	12	12	12	Yes	9
Blue Springs	436	No				No				No				No	
Jumpertown	450	Yes	5	5	5	Yes	5	5	5	No				Yes	10
Osyka	420	No				Yes	5	5	15	Yes	10.0	10.0	10.0	Yes	11
Glen	382														
D'Lo	373	Yes	5	5	5	Yes	5	5	5	Yes	5	5	5	Yes	10
Sidon	311														
Arcola	304	No				Yes	5	10	15	Yes	12	12	12	Yes	10
Crosby	302	No				No				No				No	
Georgetown	300	No				No				No				Yes	10
Sebastopol	266	Yes				Yes	5	10	15	Yes	5	5	5	Yes	11
Marietta	256	No				Yes	5	10	10	No				Yes	14
Cary	241	No				Yes	20	20	20	Yes	12	10.5	9	Yes	11
Morgan City	207	No				No				No				No	
Golden	192	No				Yes	5	10	15	Yes	6	6	6	Yes	10
Braxton	186														
Pittsboro	157	Yes				Yes	7			Yes	5			Yes	10
Winstonville	153	No				Yes	5	10	10	No				Yes	12
Sylvarena	87	No				No				No				No	
Learned	56	No				No				No				No	

LIFE INSURANCE, RETIREMENT, LONGEVITY (ALPHABETICAL)

Municipality	Population	Life Insurance Full-Time					Retirement Full-Time		Longevity Pay Full-Time						
		Offer Life Insurance	How Many Offered?	How Many Enrolled?	Insurance Premiums Paid?	What Amount Offerd?	Offer Retirement	Offer Supplemental Insurance	Offer Longevity Pay	How Much Offered?	Years of Service				
											5 Years	10 Years	15 Years	20 Years	25 Years
Aberdeen	4,961	Yes	83	83	100% Employer Paid	More Than \$25,000	Yes	Yes	No						
Amory	6,666	Yes	110	110	100% Employer Paid	More Than \$25,000	Yes	Yes	No						
Arcola	304	No					Yes	Yes	No						
Batesville	7,523	Yes	196	196	100% Employer Paid	\$10,000-\$25,000	Yes	Yes	Yes	0.50%	0.50%	0.50%	0.50%	0.50%	0.50%
Bay Springs	1,670	Yes	36	36	Jointly Paid	More Than \$25,000	Yes	Yes	No						
Bay St. Louis	11,229	Yes	125	125	100% Employer Paid	More Than \$25,000	Yes	Yes	Yes	PD: \$.50 yrs 3-7, FD: \$.30 yr 4-8					
Biloxi	49,449	Yes	605	605	100% Employer Paid	More Than \$25,000	Yes	Yes	Yes	\$10 Per Month					
Blue Mountain	948	Yes	6	2	100% Employee Paid		Yes	No	No						
Blue Springs	436	No					No		No						
Boyle	600	Yes	5	5	100% Employer Paid	Less Than \$10,000	Yes	No	Yes		3%	5%	8%	10%	10%
Braxton	186														
Brookhaven	11,674	Yes	147	147	100% Employer Paid	More Than \$25,000	Yes	Yes	Yes	\$1/hour					
Brooksville	915	Yes	15	15	100% Employer Paid	\$10,000-\$25,000	Yes	No	No						
Bruce	1,707	Yes	15	15	100% Employer Paid	\$10,000-\$25,000	Yes	Yes	No						
Byram	12,666	Yes	98	98	100% Employer Paid	More Than \$25,000	Yes	Yes	No						
Calhoun City	1,533	Yes	13	10	100% Employee Paid	\$10,000-\$25,000	Yes	Yes	No						
Canton	10,948	Yes	131	131	100% Employer Paid	More Than \$25,000	Yes	Yes	No						
Carthage	4,901	Yes	56	8	100% Employee Paid	More Than \$25,000	Yes	Yes	No						
Cary	241	No					Yes	No	No						
Clarksdale	14,903	Yes	115	115		\$10,000-\$25,000	Yes	Yes	Yes		3%		8%	10%	
Collins	2,342	Yes	60	60	100% Employer Paid	More Than \$25,000	Yes	Yes	No						
Columbus	24,084														
Corinth	14,622	Yes	147	147	100% Employer Paid	More Than \$25,000	Yes	Yes	No						
Crosby	302	No					No	No	No						
Crystal Springs	4,862	Yes	40	26	Jointly Paid	\$10,000-\$25,000	Yes	Yes	Yes	\$20/yr	\$100	\$200	\$300	\$400	\$500
Decatur	1,945	Yes	10	10	100% Employer Paid	\$10,000-\$25,000	Yes	Yes	No						
DeKalb	1,028	Yes	9	9	100% Employer Paid	\$10,000-\$25,000	Yes	Yes	No						
Derma	957	Yes	0	0			Yes	Yes	No						
Diamondhead	9,800	Yes	23	23	100% Employer Paid	\$10,000-\$25,000	No	Yes	No						
D'Iberville	12,721	Yes	145	142	100% Employer Paid	More Than \$25,000	Yes	Yes	Yes	\$100/yr	\$500	\$1,000	\$1,500	\$2,000	\$25,000
D'Lo	373	No					No	No	No						
Dumas	471														
Edwards	995	Yes	4	4	100% Employer Paid	\$10,000-\$25,000	Yes	No	No						
Ellisville	4,652	Yes	40	3	100% Employee Paid	\$10,000-\$25,000	Yes	No	No						
Enterprise	496	No					Yes	No	No						
Eupora	2,152	Yes	18	18	100% Employer Paid	\$10,000-\$25,000	Yes	Yes	No						

LIFE INSURANCE, RETIREMENT, LONGEVITY (ALPHABETICAL)

Municipality	Population	Life Insurance Full-Time					Retirement Full-Time		Longevity Pay Full-Time						
		Offer Life Insurance	How Many Offered?	How Many Enrolled?	Insurance Premiums Paid?	What Amount Offerd?	Offer Retirement	Offer Supplemental Insurance	Offer Longevity Pay	How Much Offered?	Years of Service				
											5 Years	10 Years	15 Years	20 Years	25 Years
Flora	1,647	Yes	15	14			Yes	No	No						
Florence	4,572	Yes	38	38	100% Employer Paid	\$10,000-\$25,000	No	Yes	No						
Forest	5,430														
Fulton	4,542	Yes	48	48	100% Employer Paid	\$10,000-\$25,000	Yes	No	No						
Gautier	19,024	Yes	140	140	100% Employer Paid	More Than \$25,000	Yes	Yes	Yes	120 per year	\$600	\$1,200			
Georgetown	300	No					No		No						
Glen	382														
Gloster	897	Yes	225		100% Employer Paid		Yes		No						
Golden	192	No					Yes	No	No						
Gulfport	72,926	Yes	550	550	100% Employer Paid	More Than \$25,000	Yes	Yes	No						
Hatley	495	No					Yes	Yes	No						
Hernando	17,138	Yes	193	193	100% Employer Paid	\$10,000 to \$25,000	Yes	Yes	No						
Horn Lake	27,000	Yes	218	214	100% Employer Paid	More Than \$25,000	Yes	Yes	Yes	200					
Jackson	153,701														
Jonestown	962	Yes	6	5	100% Employee Paid	More Than \$25,000	Yes	No	No						
Jumpertown	450	No					Yes	No	No						
Kosciusko	7,114	Yes	72	72	100% Employer Paid	\$10,000 to \$25,000	Yes	Yes	Yes	1-10%	3%	5%	8%	10%	10%
Laurel	17,161	Yes	190	190	100% Employer Paid	\$10,000 to \$25,000	No	No	No						
Leakesville	3,775	Yes	6	6	100% Employer Paid	\$10,000 to \$25,000	Yes	No	No						
Learned	56	No					No	No	No						
Liberty	560	Yes	7	7	100% Employer Paid	\$10,000 to \$25,000	Yes	Yes	Yes						
Louisville	6,000	Yes	79	79	100% Employer Paid	Less Than \$10,000	Yes	Yes	No						
Maben	771	Yes	2	2	100% Employer Paid	\$10,000 to \$25,000	No	No	No						
Magnolia	1,883	Yes	26	6	100% Employee Paid	More Than \$25,000	Yes	No	No						
Mantachie	1,121	Yes	6	0	100% Employer Paid	More Than \$25,000	Yes	No	No						
Marietta	256	No					Yes	Yes	No						
Meridian	35,052	Yes	417		Jointly Paid	More Than \$25,000	Yes	Yes	No						
Moorhead	1,937	Yes	21	12	100% Employer Paid	\$10,000 to \$25,000	Yes	No	No						
Morgan City	207	No					No	No	No						
Natchez	14,520	Yes	195	195	100% Employer Paid	\$10,000 to \$25,000	Yes	Yes	No						
Nettleton	1,935	Yes	13	13	100% Employer Paid	Less Than \$10,000	Yes	No	No						
New Albany	7,626	Yes	94	94	Jointly Paid	More Than \$25,000	Yes	Yes	Yes		1%	1%	1%	1%	1%
New Augusta	554	Yes	5	5	100% Employer Paid	\$10,000 to \$25,000	Yes	Yes	No						
Newton	3,373	Yes	42	42	Jointly Paid	\$10,000 to \$25,000	No	Yes	No						
Noxapater	472	No					Yes	No	No						
Ocean Springs	18,429	Yes	200	200	100% Employer Paid	\$10,000 to \$25,000	Yes	Yes	No						

LIFE INSURANCE, RETIREMENT, LONGEVITY (ALPHABETICAL)

Municipality	Population	Life Insurance Full-Time					Retirement Full-Time		Longevity Pay Full-Time						
		Offer Life Insurance	How Many Offered?	How Many Enrolled?	Insurance Premiums Paid?	What Amount Offerd?	Offer Retirement	Offer Supplemental Insurance	Offer Longevity Pay	How Much Offered?	Years of Service				
											5 Years	10 Years	15 Years	20 Years	25 Years
Olive Branch	46,466	Yes	460	459	100% Employer Paid	\$10,000 to \$25,000	Yes	Yes	No						
Osyka	420	No					Yes	Yes	No						
Oxford	25,416	Yes	450	450	Jointly Paid	More Than \$25,000	Yes	Yes	No						
Pascagoula	22,010	Yes	181	164	100% Employee Paid	More Than \$25,000	Yes	Yes	Yes	\$5/month <10yrs, \$10/month >10yrs	300	1200	1800	2400	3000
Pearl	27,115	Yes	280	20	100% Employer Paid	More Than \$25,000	Yes	No	No						
Pelahatchie	1,272	Yes	14	14	100% Employer Paid	\$10,000 to \$25,000	Yes	No							
Petal	11,010	Yes	100	100	100% Employer Paid	\$10,000 to \$25,000	Yes	Yes	Yes	\$10 per full month service	600	1200	1800	2400	3000
Pittsboro	157	No					No	No	No						
Pontotoc	5,640														
Poplarville	2,833	Yes	24		100% Employer Paid	\$10,000 to \$25,000	Yes	No	No						
Prentiss	976	Yes	21	3	100% Employee Paid	\$10,000 to \$25,000	Yes	Yes	No						
Ripley	5,462	Yes	57	57	100% Employer Paid	\$10,000 to \$25,000	Yes	Yes	No						
Sardis	1,748	Yes	15	15	100% Employer Paid	More Than \$25,000	Yes	No	No						
Sebastopol	266						Yes	No	No						
Senatobia	8,354	Yes	111	106	100% Employer Paid	\$10,000 to \$25,000	Yes	Yes	No						
Sherman	850	Yes	9	9	100% Employer Paid	\$10,000 to \$25,000	Yes	No	No						
Sidon	311														
Smithville	717														
Southaven	54,648	Yes	430	430	100% Employer Paid	More Than \$25,000	Yes	Yes	No						
Starkville	24,360	Yes	278	286	100% Employer Paid	\$10,000-\$25,000	Yes	Yes	Yes	3%		3%	3%	3%	3%
Stonewall	879	Yes	4	4	100% Employer Paid	\$10,000-\$25,000	Yes	No	No						
Summit	1,505	Yes	17	17	100% Employer Paid	More Than \$25,000	Yes	No	No						
Sumrall	1,765	Yes	13	13	100% Employer Paid	Less Than \$10,000	Yes	Yes	No						
Sylvarena	87	No					No	No	No						
Taylor	498	No					Yes	No	No						
Thaxton	692	No					No		No						
Tremont	467	No					Yes	No	No						
Tupelo	37,926	Yes	469	469	100% Employer Paid	More Than \$25,000	Yes	No	No						
Utica	636	No					Yes	Yes	No						
Verona	2,792	Yes	19	19	100% Employer Paid	\$10,000-\$25,000	Yes	Yes	No						
Vicksburg	21,573	Yes	385	385	100% Employer Paid	More Than \$25,000	Yes	Yes	Yes		\$0.20	\$0.20	\$0.50	\$1.00	\$1.50
Waveland	7,210	Yes	84	84	100% Employer Paid	\$10,000-\$25,000	Yes	Yes	No						
Waynesboro	4,567	Yes	36	36	100% Employer Paid	\$10,000-\$25,000	Yes	Yes	No						
Winstonville	153	No					No	No	No						

LIFE INSURANCE, RETIREMENT, LONGEVITY (POPULATION)

Municipality	Population	Life Insurance Full-Time					Retirement Full-Time		Longevity Pay Full-Time						
		Offer Life Insurance	How Many Offered?	How Many Enrolled?	Insurance Premiums Paid?	What Amount Offerd?	Offer Retirement	Offer Supplemental Insurance	Offer Longevity Pay	How Much Offered?	Years of Service				
											5 Years	10 Years	15 Years	20 Years	25 Years
Jackson	153,701														
Gulfport	72,926	Yes	550	550	100% Employer Paid	More Than \$25,000	Yes	Yes	No						
Southaven	54,648	Yes	430	430	100% Employer Paid	More Than \$25,000	Yes	Yes	No						
Biloxi	49,449	Yes	605	605	100% Employer Paid	More Than \$25,000	Yes	Yes	Yes	\$10 Per Month					
Olive Branch	46,466	Yes	460	459	100% Employer Paid	\$10,000 to \$25,000	Yes	Yes	No						
Tupelo	37,926	Yes	469	469	100% Employer Paid	More Than \$25,000	Yes	No	No						
Meridian	35,052	Yes	417		Jointly Paid	More Than \$25,000	Yes	Yes	No						
Pearl	27,115	Yes	280	20	100% Employer Paid	More Than \$25,000	Yes	No	No						
Horn Lake	27,000	Yes	218	214	100% Employer Paid	More Than \$25,000	Yes	Yes	Yes	\$200.00					
Oxford	25,416	Yes	450	450	Jointly Paid	More Than \$25,000	Yes	Yes	No						
Starkville	24,360	Yes	278	286	100% Employer Paid	\$10,000 to \$25,000	Yes	Yes	Yes	\$0.03		\$0.03	\$0.03	\$0.03	\$0.03
Columbus	24,084														
Pascagoula	22,010	Yes	181	164	100% Employee Paid	More Than \$25,000	Yes	Yes	Yes	\$5/month <10yrs, \$10/month >10yrs					
Vicksburg	21,573	Yes	380	380	100% Employer Paid	More Than \$25,000	Yes	Yes	Yes		\$0.20	\$0.20	\$0.50	\$1.00	\$1.50
Gautier	19,024	Yes	140	140	100% Employer Paid	More Than \$25,000	Yes	Yes	Yes	\$120 per year					
Ocean Springs	18,429	Yes	200	200	100% Employer Paid	\$10,000 to \$25,000	Yes	Yes	No						
Laurel	17,161	Yes	190	190	100% Employer Paid	\$10,000 to \$25,000	No	No	No						
Hernando	17,138	Yes	193	193	100% Employer Paid	\$10,000 to \$25,000	Yes	Yes	No						
Clarksdale	14,903	Yes	115	115	100% Employer Paid	\$10,000 to \$25,000	Yes	Yes	Yes		\$0.03		\$0.08	\$0.10	
Corinth	14,622	Yes	147	147	100% Employer Paid	More Than \$25,000	Yes	Yes	No						
Natchez	14,520	Yes	195	195	100% Employer Paid	\$10,000 to \$25,000	Yes	Yes	No						
D'Iberville	12,721	Yes	145	142	100% Employer Paid	More Than \$25,000	Yes	Yes	Yes	\$100/yr					
Byram	12,666	Yes	98	98	100% Employer Paid	More Than \$25,000	Yes	Yes	No						
Brookhaven	11,674	Yes	147	147	100% Employer Paid	More Than \$25,000	Yes	Yes	Yes	\$1/hour					
Bay St. Louis	11,229	Yes	125	125	100% Employer Paid	More Than \$25,000	Yes	Yes	Yes	PD: \$.50 yrs 3-7, FD: \$.30 yr 4-8					
Petal	11,010	Yes	100	100	100% Employer Paid	\$10,000 to \$25,000	Yes	Yes	Yes	\$10 per full month service					
Canton	10,948	Yes	131	131	100% Employer Paid	More Than \$25,000	Yes	Yes	No						
Diamondhead	9,800	Yes	23	23	100% Employer Paid	\$10,000-\$25,000	No	Yes	No						
Senatobia	8,354	Yes	111	106	100% Employer Paid	\$10,000-\$25,000	Yes	Yes	No						
New Albany	7,626	Yes	94	94	Jointly Paid	More Than \$25,000	Yes	Yes	Yes		\$0.01	\$0.01	\$0.01	\$0.01	\$0.01
Batesville	7,523	Yes	196	196	100% Employer Paid	\$10,000-\$25,000	Yes	Yes	Yes	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01
Waveland	7,210	Yes	84	84	100% Employer Paid	\$10,000-\$25,000	Yes	Yes	No						
Kosciusko	7114	Yes	72	72	100% Employer Paid	\$10,000-\$25,000	Yes	Yes	Yes	1-10%	\$0.03	\$0.05	\$0.08	\$0.10	\$0.10
Amory	6,666	Yes	110	110	100% Employer Paid	More Than \$25,000	Yes	Yes	No						
Louisville	6,000	Yes	79	79	100% Employer Paid	Less Than \$10,000	Yes	Yes	No						
Pontotoc	5,640														

LIFE INSURANCE, RETIREMENT, LONGEVITY (POPULATION)

Municipality	Population	Life Insurance Full-Time					Retirement Full-Time		Longevity Pay Full-Time						
		Offer Life Insurance	How Many Offered?	How Many Enrolled?	Insurance Premiums Paid?	What Amount Offerd?	Offer Retirement	Offer Supplemental Insurance	Offer Longevity Pay	How Much Offered?	Years of Service				
											5 Years	10 Years	15 Years	20 Years	25 Years
Ripley	5,462	Yes	57	57	100% Employer Paid	\$10,000-\$25,000	Yes	Yes	No						
Forest	5,430														
Aberdeen	4,961		83	83		More Than \$25,000									
Carthage	4,901	Yes	56	8	100% Employee Paid	More Than \$25,000	Yes	Yes	No						
Crystal Springs	4,862	Yes	40	26	Jointly Paid	\$10,000-\$25,000	Yes	Yes	Yes	\$20/yr		\$200.00	\$300.00	\$400.00	500.00
Ellisville	4,652	Yes	40	3	100% Employee Paid	\$10,000-\$25,000	Yes	No	No						
Florence	4,572	Yes	38	38	100% Employer Paid	\$10,000-\$25,000	Yes	Yes	No						
Waynesboro	4,567	Yes	36	36	100% Employer Paid	\$10,000-\$25,000	Yes	Yes	No						
Fulton	4,542	Yes	48	48	100% Employer Paid	\$10,000-\$25,000	Yes	No	No						
Leakesville	3,775	Yes	6	6	100% Employer Paid	\$10,000-\$25,000	Yes	No	No						
Newton	3,373	Yes	42	42	Jointly Paid	\$10,000-\$25,000	No	Yes	No						
Poplarville	2,833	Yes	24		100% Employer Paid	\$10,000-\$25,000	Yes	No	No						
Verona	2,792	Yes	19	19	100% Employer Paid	\$10,000-\$25,000	Yes	Yes	No						
Collins	2,342	Yes	60	60	100% Employer Paid	More Than \$25,000	Yes	Yes	No						
Eupora	2,152	Yes	18	18	100% Employer Paid	\$10,000-\$25,000	Yes	Yes	No						
Decatur	1,945	Yes	10	10	100% Employer Paid	\$10,000-\$25,000	Yes	Yes	No						
Moorhead	1,937	Yes	21	12	100% Employer Paid	\$10,000-\$25,000	Yes	No	No						
Nettleton	1,935	Yes	13	13	100% Employer Paid	Less Than \$10,000	Yes	No	No						
Magnolia	1,883	Yes	26	6	100% Employee Paid	More Than \$25,000	Yes	No	No						
Sumrall	1,765	Yes	13	13	100% Employer Paid	Less Than \$10,000	Yes	Yes	No						
Sardis	1,748	Yes	15	15	100% Employer Paid	More Than \$25,000	Yes	No	No						
Bruce	1,707	Yes	15	15	100% Employer Paid	\$10,000-\$25,000	Yes	Yes	No						
Bay Springs	1,670	Yes	36	36	Jointly Paid	More Than \$25,000	Yes	Yes	No						
Flora	1,647	Yes	15	14			Yes	No	No						
Calhoun City	1,533	Yes	13	10	100% Employee Paid	\$10,000-\$25,000	Yes	Yes	No						
Summit	1,505	Yes	17	17	100% Employer Paid	More Than \$25,000	Yes	No	No						
Pelahatchie	1,272	Yes	14	14	100% Employer Paid	\$10,000-\$25,000	Yes	No							
Mantachie	1,121	Yes	6	0	100% Employee Paid	More Than \$25,000	Yes	No	No						
Edwards	995	Yes	4	4	100% Employer Paid	\$10,000-\$25,000	Yes	No	No						
Prentiss	976	Yes	21	3	100% Employee Paid	\$10,000-\$25,000	Yes	Yes	No						
Jonestown	962	Yes	6	5	100% Employee Paid	More Than \$25,000	Yes	No	No						
Derma	957	Yes	0	0			Yes	Yes	No						
Blue Mountain	948	Yes	6	2	100% Employee Paid		Yes	No	No						
Brooksville	915	Yes	15	15	100% Employer Paid	\$10,000-\$25,000	Yes	No	No						
Gloster	897	Yes	25		100% Employer Paid		Yes		No						
Stonewall	879	Yes	4	4	100% Employer Paid	\$10,000-\$25,000	Yes	No	No						

LIFE INSURANCE, RETIREMENT, LONGEVITY (POPULATION)

Municipality	Population	Life Insurance Full-Time					Retirement Full-Time		Longevity Pay Full-Time						
		Offer Life Insurance	How Many Offered?	How Many Enrolled?	Insurance Premiums Paid?	What Amount Offerd?	Offer Retirement	Offer Supplemental Insurance	Offer Longevity Pay	How Much Offered?	Years of Service				
											5 Years	10 Years	15 Years	20 Years	25 Years
Sherman	850	Yes	9	9	100% Employer Paid	\$10,000-\$25,000	Yes	No	No						
DeKalb	836	Yes	9	9	100% Employer Paid	\$10,000-\$25,000	Yes	Yes	No						
Maben	771	Yes	2	2	100% Employer Paid	\$10,000-\$25,000	No	No	No						
Smithville	717														
Thaxton	692	No					No		No						
Utica	636	No					Yes	Yes	No						
Boyle	600	Yes	5	5	100% Employer Paid	Less Than \$10,000	Yes	No	Yes		\$0.03	\$0.05	\$0.08	\$0.10	\$0.10
Liberty	560	Yes	7	7	100% Employer Paid	\$10,000 to \$25,000	Yes	Yes	Yes						
New Augusta	554	Yes	5	5	100% Employer Paid	\$10,000 to \$25,000	Yes	Yes	No						
Taylor	498	No					Yes	No	No						
Enterprise	496	No					Yes	No	No						
Hatley	495	No					Yes	Yes	No						
Noxapater	472	No					Yes	No	No						
Dumas	471														
Tremont	467	No					Yes	No	No						
Blue Springs	436	No					No		No						
Jumpertown	450	No					Yes	No	No						
Osyka	420	No					Yes	Yes	No						
Glen	382														
D'Lo	373	No					No	No	No						
Sidon	311														
Arcola	304	No					Yes	Yes	No						
Crosby	302	No					No	No	No						
Georgetown	300	No					No		No						
Sebastopol	266	No					Yes	No	No						
Marietta	256	No					Yes	Yes	No						
Cary	241	No					Yes	No	No						
Morgan City	207	No					No	No	No						
Golden	192	No					Yes	No	No						
Braxton	186														
Pittsboro	157	No					No	No	No						
Winstonville	153	No					No	No	No						
Sylvarena	87	No					No	No	No						
Learned	56	No					No	No	No						

MISCELLANEOUS BENEFITS (ALPHABETICAL)

Municipality	Population	Offer Childcare Benefits	Offer Child Tuiton Assistance	Offer Flexible Spending Accounts	Operate on Shifts	Offer Shift Differentials	Offer Stipends	What Types of Stipends	Education Reimbursement	Education Attainment	Performance Based Pay	Remote Work	Flexible Work Schedules
Aberdeen	4,961	No	No	No	Yes	Yes	No		No	No	No	Yes	No
Amory	6,666	No	No	No	Yes	Yes	No		No	No	Yes	Yes	Yes
Arcola	304												
Batesville	7,523	No	No	No	Yes	No	No		No	No	No	No	No
Bay Springs	1,670	No	No	Yes	Yes	Yes	No		No	No	No	No	Yes
Bay St. Louis	11,229	No	No	Yes	Yes	No	Yes	PD/FD Longevity Pay	No	No	No	Yes	No
Biloxi	49,449	No	No	No	Yes	No	Yes	Clothing for police investigators	Yes	Yes	Yes	No	No
Blue Mountain	948	No	No	No	No	No	No		No	No	No	Yes	Yes
Blue Springs	436	No	No	No	No	No	No		No	No	No	No	Yes
Boyle	600	No	No	No	No	No	No		No	No	Yes	No	No
Braxton	186												
Brookhaven	11,674	No	No	No	Yes	No	No		No	No	Yes	No	No
Brooksville	915	No	No	No	No	No	No		No	No	No	No	No
Bruce	1,707	No	No	Yes	Yes	No	No		No	No	No	No	No
Byram	12,666	No	No	Yes	Yes	No	No		No	Yes	Yes	No	Yes
Calhoun City	1,533	No	No	No	Yes	Yes	Yes		No	No	No	No	No
Canton	10,948	No	No	No	Yes	No	No		No	No	No	No	No
Carthage	4,901	No	No	No	No	No	No		No	No	No	No	No
Cary	241	No	No	No	No	No	No		No	No	No	No	No
Charleston	1,884	No	No	No	Yes	No	No		No	Yes	No	No	No
Collins	2,342	No	No	No	Yes	No	No		No	No	No	No	No
Columbus	24,084												
Corinth	14,622	No	No	No	Yes	No	No		No	No	No	No	No
Crosby	302	No	No	No	Yes	No	No		No	No	No	Yes	Yes
Crystal Springs	4,862	No	No	No	Yes	No	No		No	No	Yes	No	No
Decatur	1,945	No	No	No	Yes	No	No		No	No	No	No	No
DeKalb	836	No	No	Yes	No	No	No		No	No	No	No	Yes
Derma	957	No	No	No	Yes	Yes	No		No	No	No	No	Yes
Diamondhead	9,800	No	No	No	No	No	Yes	Incentive pay twice a year	No	No	No	No	No
D'Iberville	12,721	No	No	No	Yes	Yes	No		No	Yes	Yes	No	No
D'Lo	373	No	No	No	No	No	No		No	No	No	No	No
Dumas	471												
Edwards	995	No	No	No			No		No	No	No	Yes	Yes
Ellisville	4,652	No	No	No	Yes	No	No		Yes	No	No	No	No
Enterprise	496	No	No	No	No	No	No		No	No	No	No	No
Eupora	2,152	No	No	No	Yes	No	No		No	No	No	No	No

MISCELLANEOUS BENEFITS (ALPHABETICAL)

Municipality	Population	Offer Childcare Benefits	Offer Child Tuiton Assistance	Offer Flexible Spending Acconts	Operate on Shifts	Offer Shift Differentials	Offer Stipends	What Types of Stipends	Education Reimbursement	Education Attainment	Performance Based Pay	Remote Work	Flexible Work Schedules
Flora	1,647	No	No	No	Yes	Yes	No		No	No	No	Yes	Yes
Florence	4,572	No	No	No	Yes	No	Yes	SRO	No	No	No	No	No
Forest	5,430												
Fulton	4,542	No	No	No	No	No	No		No	No	No	No	No
Gautier	19,024	No	No	Yes	Yes	No	No		No	No	No	No	Yes
Georgetown	300	No	No	No	No	No	No		No	No	No	No	No
Glen	382												
Gloster	897	No	No	No	No	No	No		No	No	No	No	No
Golden	192	No	No	No	No	No	No		No	No	No	No	Yes
Gulfport	72,926	No	No	Yes	Yes	No	No		Yes	No	No	No	No
Hatley	495	No	No	No	No	No	No		No	No	No	No	No
Hernando	17,138	No	No	No	Yes	No	Yes	Haz-Mat, EMT Basic, Paramedic	No	No	No	No	No
Horn Lake	27,000	No	Yes	Yes	Yes	Yes	Yes	Varies on certifications	Yes	No	Yes	Yes	Yes
Jackson	153,701												
Jonestown	962	No	No	No	No	No	No		No	No	No	No	Yes
Jumpertown	450	No	No	No	No	No	No		No	No	No	No	No
Kosciusko	7,114	No	No	No	Yes	No	No		No	No	No	No	No
Laurel	17,161	No	No	No	Yes	No	No		No	No	No	No	No
Leakesville	3,775	No	No	No	No	No	No		Yes	No	Yes	No	No
Learned	56	No	No	No	No	No	No		No	No	No	No	No
Liberty	560	No	No	No	Yes	Yes	No		No	No	No	No	No
Louisville	6,000	No	No	No	Yes	No	No		No	No	No	No	No
Maben	771	No	No	No	No	No	No		No	No	No	No	No
Magnolia	1,883	No	No	No	Yes	No	No		No	No	No	Yes	No
Mantachie	1,121	No	No	No	Yes	Yes	No		No	No	No	No	No
Marietta	256	No	No	No	No	No	No		No	No	No	No	No
Meridian	35,052	No	No	No	Yes	Yes	Yes	Special Duty	Yes	Yes	No	No	Yes
Moorhead	1,937	No	No	No	No	No	No		No	No	No	No	No
Morgan City	207	No	No	No	No	No	No		No	No	No	No	No
Natchez	14,520	No	No	No	Yes	No	No		No	No	No	No	No
Nettleton	1,935	No	No	No	Yes	No	No		No	No	No	No	No
New Albany	7,626	No	No	No	Yes	No	No		No	No	No	No	No
New Augusta	554	No	No	No	No	No	No		No	No	No	No	No
Newton	3,373	No	No	No	Yes	No	No		No	Yes	No	No	No
Noxapater	472	No	No	No	No	No	No		No	No	No	No	No
Ocean Springs	18,429	Yes	No	Yes	Yes	No	No		No	No	No	No	No

MISCELLANEOUS BENEFITS (ALPHABETICAL)

Municipality	Population	Offer Childcare Benefits	Offer Child Tuiton Assistance	Offer Flexible Spending Accounts	Operate on Shifts	Offer Shift Differentials	Offer Stipends	What Types of Stipends	Education Reimbursement	Education Attainment	Performance Based Pay	Remote Work	Flexible Work Schedules
Olive Branch	46,466	No	No	No	Yes	No	No		Yes	No	No	No	No
Osyka	420	No	No	No	No	No	No		No	No	No	No	Yes
Oxford	25,416	No	No	Yes	Yes	No	Yes	K9 and SRO	No	No	No	No	Yes
Pascagoula	22,010	No	No	Yes	Yes	Yes	No		No	No	No	Yes	Yes
Pearl	27,115	No	No	No	Yes	No	No		No	No	Yes	Yes	Yes
Pelahatchie	1,272	No	No	No	Yes	Yes	No		No	No	No	No	No
Petal	11,010	No	No	No	Yes	No	Yes	Police- Field Training Officer-\$1.00/hr, Officer in Charge-\$1.50/hr	No	No		No	No
Pittsboro	157	No	No	No	No	No	No		No	No	No	Yes	Yes
Pontotoc	5,640												
Poplarville	2,833	No	No	No	Yes	No	No		No	No	No	No	No
Prentiss	976	No	No	Yes	Yes	No	No		No	No	No	No	No
Ripley	5,462	No		No	Yes	No	No		No	No	No	No	No
Sardis	1,748	No		No	Yes	No	No		Yes	Yes	Yes	Yes	Yes
Sebastopol	266	No		No	Yes	No	No		No	No	No	No	No
Senatobia	8,354	No		No	Yes	No	Yes	SWAT/ON-CALL/K-9	No	No	No	No	
Sherman	850	No		No	Yes	No	No		No	No	Yes	Yes	Yes
Sidon	311												
Smithville	717												
Southaven	54,648	No	No	Yes	Yes	No	Yes	Hazmat, EMT, Medic, Honor Guard	Yes	No	No	No	Yes
Starkville	24,360	No		No	Yes	No	Yes	On Call- \$240, Additional 2 hours	Yes	No	No	Yes	Yes
Stonewall	879	No	No	No	No	No	No		No	No	No	No	No
Summit	1,505	No		No	Yes	No	No		No	No	No	No	No
Sumrall	1,765	No	No	No	No	No	No		No	No	No	No	No
Sylvarena	87	No		No	No	No	No		No	No	No	No	No
Taylor	498	No	No	No	No	No	No		No	No	No	No	No
Thaxton	692	No	No	No	No	No	No		No	No	No	No	No
Tremont	467	No	No	No	No	No	No		No	No	No	No	No
Tupelo	37,926	No	No	Yes	No	No	No		No	No	No	No	No
Utica	636	No	No	No	Yes	Yes	No		No	No	No	No	No
Verona	2,792	No	No	No	Yes	No	No		Yes	No	No	Yes	Yes
Vicksburg	21,573	No	No	No	Yes	Yes	No		No	Yes	No	No	No
Waveland	7,210	No	No	No	Yes	No	No		No	No	No	No	Yes
Waynesboro	4,567	No	No	No	Yes	No	No		No	No	No	No	No
Winstonville	153	No	No	No	No	No	No		No	No	No	No	No

MISCELLANEOUS BENEFITS (POPULATION)

Municipality	Population	Offer Childcare Benefits	Offer Child Tuiton Assistance	Offer Flexible Spending Acconts	Operate on Shifts	Offer Shift Differentials	Offer Stipends	What Types of Stipends	Education Reimbursement	Education Attainment	Performance Based Pay	Remote Work	Flexible Work Schedules
Jackson	153,701												
Gulfport	72,926	No	No	Yes	Yes	No	No		Yes	No	No	No	No
Southaven	54,648	No	No	Yes	Yes	No	Yes	Hazmat, EMT, Medic, Honor Guard	Yes	No	No	No	Yes
Biloxi	49,449	No	No	No	Yes	No	Yes	Clothing for police investigators	Yes	Yes	Yes	No	No
Olive Branch	46,466	No	No	No	Yes	No	No		Yes	No	No	No	No
Tupelo	37,926	No	No	Yes	No	No	No		No	No	No	No	No
Meridian	35,052	No	No	No	Yes	Yes	No	Special Duty	Yes	Yes	No	No	Yes
Pearl	27,115	No	No	No	Yes	No	No		No	No	Yes	Yes	Yes
Horn Lake	27,000	No	Yes	Yes	Yes	Yes	Yes	Varies on certifications	Yes	Yes	No	Yes	Yes
Oxford	25,416	No	No	Yes	Yes	No	Yes	K9 and SRO	No	No	No	No	Yes
Starkville	24,360	No	No	No	Yes	No	Yes	On Call- \$240, Additional 2 hours	Yes	No	No	Yes	Yes
Columbus	24,084												
Pascagoula	22,010	No	No	Yes	Yes	Yes	No		No	No	No	Yes	Yes
Vicksburg	21,573	No	No	No	Yes	Yes	No		No	Yes	No	No	No
Gautier	19,024	No	No	Yes	Yes	No	No		No	No	No	No	Yes
Ocean Springs	18,429	Yes	No	Yes	Yes	No	No		No	No	No	No	No
Laurel	17,161	No	No	No	Yes	No	No		No	No	No	No	No
Hernando	17,138	No	No	No	Yes	No	Yes	Haz-Mat, EMT Basic, Paramedic	No	No	No	No	No
Clarksdale	14,903	No	No	No	Yes	No	No		No	Yes	No	No	No
Corinth	14,622	No	No	No	Yes	No	No		No	No	No	No	No
Natchez	14,520	No	No	No	Yes	No	No		No	No	No	No	No
D'Iberville	12,721	No	No	No	Yes	Yes	No		No	Yes	Yes	No	No
Byram	12,666	No	No	Yes	Yes	No	No		No	Yes	Yes	No	Yes
Brookhaven	11,674	No	No	No	Yes	No	No		No	No	Yes	No	No
Bay St. Louis	11,229	No	No	Yes	Yes	No	Yes	FD/PD Longevity Pay	No	No	No	Yes	No
Petal	11,010	No	No	No	Yes	No	Yes	Police- Field Training Of- ficer-\$1.00/hr, Officer in Charge-\$1.50/hr	No	No		No	No
Canton	10,948	No	No	No	Yes	No	No		No	No	No	No	No
Diamondhead	9,800	No	No	No	No	No	Yes	Incentive pay twice a year	No	No	No	No	No
Senatobia	8,354	No	No	No	Yes	No	Yes	SWAT/ON-CALL/K-9	No	No	No	No	No
New Albany	7,626	No	No	No	Yes	No	No		No	No	No	No	No
Batesville	7,523	No	No	No	Yes	No	No		No	No	No	No	No
Waveland	7,210	No	No	No	Yes	No	No		No	No	No	No	Yes
Kosciusko	7,114	No	No	No	Yes	No	No		No	No	No	No	No
Amory	6,666	No	No	No	Yes	Yes	No		No	No	Yes	Yes	Yes
Louisville	6,072	No	No	No	Yes	No	No		No	No	No	No	No
Pontotoc	5,640												

MISCELLANEOUS BENEFITS (POPULATION)

Municipality	Population	Offer Childcare Benefits	Offer Child Tuiton Assistance	Offer Flexible Spending Acconts	Operate on Shifts	Offer Shift Differentials	Offer Stipends	What Types of Stipends	Education Reimbursement	Education Attainment	Performance Based Pay	Remote Work	Flexible Work Schedules
Ripley	5,462	No	No	No	Yes	No	No		No	No	No	No	No
Forest	5,430												
Aberdeen	4,961				Yes	Yes	No		No	No	No	No	No
Carthage	4,901	No	No	No	No	No	No		No	No	No	No	No
Crystal Springs	4,862	No	No	No	Yes	No	No		No	No	Yes	No	No
Ellisville	4,652	No	No	No	Yes	No	No		Yes	No	No	No	No
Florence	4,572	No	No	No	Yes	No	Yes	SRO	No	No	No	No	No
Waynesboro	4,567	No	No	No	Yes	No	No		No	No	No	No	No
Fulton	4,542	No	No	No	No	No	No		No	No	No	No	No
Leakesville	3,775	No	No	No	No	No	No		Yes	No	Yes	No	No
Newton	3,373	No	No	No	Yes	No	No		No	No	No	No	No
Poplarville	2,833	No	No	No	Yes	No	No		No	No	No	No	No
Verona	2,792	No	No	No	Yes	No	No		Yes	No	No	Yes	Yes
Collins	2,342	No	No	No	Yes	No	No		No	No	No	No	No
Eupora	2,152	No	No	No	Yes	No	No		No	No	No	No	No
Decatur	1,945	No	No	No	Yes	No	No		No	No	No	No	No
Moorhead	1,937	No	No	No	No	No	No		No	No	No	No	No
Nettleton	1,935	No	No	No	Yes	No	No		No	No	No	No	No
Magnolia	1,883	No	No	No	Yes	No	No		No	No	No	Yes	No
Sumrall	1,765	No	No	No	No	No	No		No	No	No	No	No
Sardis	1,748	No	No	No	Yes	No	No		Yes	Yes	Yes	Yes	Yes
Bruce	1,707	No	No	Yes	Yes	No	No		No	No	No	No	No
Bay Springs	1,670	No	No	Yes	Yes	Yes	No		No	No	No	No	Yes
Flora	1,647	No	No	No	Yes	Yes	No		No	No	No	Yes	Yes
Calhoun City	1,533	No	No	No	Yes	Yes	Yes		No	No	No	No	No
Summit	1,505	No	No	No	Yes	No	No		No	No	No	No	No
Pelahatchie	1,272	No	No	No	Yes	Yes	No		No	No	No	No	No
Mantachie	1,121	No	No	No	Yes	Yes	No		No	No	No	No	No
Edwards	995	No	No	No	No		No		No	No	No	Yes	Yes
Prentiss	976	No	No	Yes	Yes	No	No		No	No	No	No	No
Jonestown	962	No	No	No	No	No	No		No	No	No	No	Yes
Derma	957	No	No	No	Yes	Yes	No		No	No	No	No	Yes
Blue Mountain	948	No	No	No	No	No	No		No	No	No	Yes	Yes
Brooksville	915	No	No	No	No	No	No		No	No	No	No	No
Gloster	897	No	No	No	No	No	No		No	No	No	No	No
Stonewall	879	No	No	No	No	No	No		No	No	No	No	No

MISCELLANEOUS BENEFITS (POPULATION)

Municipality	Population	Offer Childcare Benefits	Offer Child Tuiton Assistance	Offer Flexible Spending Accounts	Operate on Shifts	Offer Shift Differentials	Offer Stipends	What Types of Stipends	Education Reimbursement	Education Attainment	Performance Based Pay	Remote Work	Flexible Work Schedules
Sherman	850	No	No	No	Yes	No	No		No	No	Yes	Yes	Yes
DeKalb	836	No	No	Yes	No	No	No		No	No	No	No	Yes
Maben	771	No	No	No	No	No	No		No	No	No	No	No
Smithville	717												
Thaxton	692	No	No	No	No	No	No		No	No	No	No	No
Utica	636	No	No	No	Yes	Yes	No		No	No	No	No	No
Boyle	600	No	No	No	No	No	No		No	No	Yes	No	No
Liberty	560	No	No	No	Yes	Yes	No		No	No	No	No	No
New Augusta	554	No	No	No	No	No	No		No	No	No	No	No
Taylor	498	No	No	No	No	No	No		No	No	No	No	No
Enterprise	496	No	No	No	No	No	No		No	No	No	No	No
Hatley	495	No	No	No	No	No	No		No	No	No	No	No
Noxapater	472	No	No	No	No	No	No		No	No	No	No	No
Dumas	471												
Tremont	467	No	No	No	No	No	No		No	No	No	No	No
Blue Springs	436	No	No	No	No	No	No		No	No	No	No	No
Jumpertown	450	No	No	No	No	No	No		No	No	No	No	No
Osyka	420	No	No	No	No	No	No		No	No	No	No	Yes
Glen	382												
D'Lo	373	No	No	No	No	No	No		No	No	No	No	No
Sidon	311												
Arcola	304												
Crosby	302	No	No	No	Yes	No	No		No	No	No	Yes	Yes
Georgetown	300	No	No	No	No	No	No		No	No	No	No	No
Sebastopol	266	No	No	No	Yes	No	No		No	No	No	No	No
Marietta	256	No	No	No	No	No	No		No	No	No	No	No
Cary	241	No	No	No	No	No	No		No	No	No	No	No
Morgan City	207	No	No	No	No	No	No		No	No	No	No	No
Golden	192	No	No	No	No	No	No		No	No	No	No	Yes
Braxton	186												
Pittsboro	157	No	No	No	No	No	No		No	No	No	Yes	Yes
Winstonville	153	No	No	No	No	No	No		No	No	No	No	No
Sylvarena	87	No	No	No	No	No	No		No	No	No	No	No
Learned	56	No	No	No	No	No	No		No	No	No	No	No

TOTAL COST (ALPHABETICAL)

Municipality	Population	Cost of Insurance	Cost of Retirement Plans
Aberdeen	4,961		
Amory	6,666	\$1,189,731.67	\$982,375.10
Batesville	7,523	\$1,187,221.68	\$1,651,553.48
Bay Springs	1,670	\$264,770.27	\$239,083.86
Bay St. Louis	11,229	\$507,359.43	\$1,020,903.04
Biloxi	49,449	\$8,694,485.86	\$6,031,437.88
Blue Mountain	948	\$43,152.00	\$53,160.00
Blue Springs	436		
Boyle	600	\$38,985.36	\$36,918.37
Braxton	186		
Brookhaven	11,674	\$876,240.42	\$1,204,222.05
Brooksville	915		
Bruce	1,707	\$103,409.83	\$136,082.41
Byram	12,666	\$481,166.61	\$821,075.34
Calhoun City	1,533	\$53,017.00	\$81,334.00
Canton	10,948	\$752,923.19	\$830,149.77
Carthage	4,901	\$258,720.00	\$547,490.00
Cary	241	\$0.00	\$9,944.17
Clarksdale	14,903	\$591,621.00	\$1,015,591.00
Collins	2,342	\$301,919.48	\$492,162.67
Columbus	24,084		
Corinth	14,622	\$575.00	
Crosby	302		
Crystal Springs	4,862	\$393,042.72	\$319,952.49
Decatur	1,945	\$42,736.47	\$79,370.15
DeKalb	836	\$48,108.48	\$62,479.50
Derma	957		
Diamondhead	9,529	\$110,609.56	\$50,415.76
D'Iberville	12,721	\$1,983,037.00	\$1,481,615.00
D'Lo	373	\$0.00	\$13,114.49
Dumas	471		
Edwards	995	\$29,181.80	\$44,690.00
Ellisville	4,652	\$208,879.00	\$508,228.00
Enterprise	496	\$34,029.44	\$4,100.57
Eupora	2,152	\$106,240.00	\$162,221.00

Municipality	Population	Cost of Insurance	Cost of Retirement Plans
Flora	1,647	\$58,934.00	\$140,172.00
Florence	4,572	\$279,122.91	\$328,786.93
Forest	5,430		
Fulton	4,542	\$19,564.00	\$385,775.00
Gautier	19,024	\$1,464,586.00	\$1,159,551.00
Georgetown	300	\$0.00	\$0.00
Glen	382		
Gloster	897		
Golden	192	\$19,956.00	\$12,326.44
Gulfport	72,926		
Hatley	495		
Hernando	17,138		
Horn Lake	27,000	\$1,607,870.00	\$2,512,037.00
Jackson	153,701		
Jonestown	962		17.9% of employee pay
Jumpertown	450		
Kosciusko	7,114	\$381,647.00	\$521,870.00
Laurel	17,161		
Leakesville	3,775	\$30,000.00	\$70,000.00
Learned	56		
Liberty	560	\$104,595.00	\$71,792.00
Louisville	6,000	561.88 per employee per month	17.9% of employee pay
Maben	771	\$0.00	\$55,000.00
Magnolia	1,883	\$199,705.27	\$187,504.41
Mantachie	1,121	\$14,820.12	\$48,567.66
Marietta	256	\$0.00	18.40% of salary
Meridian	35,052	\$7,314.00	\$0.18
Moorhead	1,937	\$5,232.00	
Morgan City	207	\$0.00	\$0.00
Natchez	14,520	\$1,614,048.00	\$1,315,944.00
Nettleton	1,935	\$93,050.88	\$118,952.00
New Albany	7,626	\$543,615.48	\$804,842.43
New Augusta	554		
Newton	3,373	\$285,800.00	\$220,620.00
Noxapater	472	\$12,600.00	\$33,000.00
Ocean Springs	18,429	\$1,286,929.80	\$1,630,809.01

TOTAL COST (ALPHABETICAL)

Municipality	Population	Cost of Insurance	Cost of Retirement Plans
Olive Branch	46,466		\$0.18
Osyka	420		
Oxford	25,416	\$476.33	\$0.00
Pascagoula	22,010	\$2,003,016.00	\$1,787,389.00
Pearl	27,115		
Pelahatchie	1,272		
Petal	11,010	\$467,141.04	\$736,229.79
Pittsboro	157	\$0.00	\$0.00
Pontotoc	5,640		
Poplarville	2,833		
Prentiss	976	\$31,174.08	\$110,512.52
Ripley	5,462	\$436,812.73	\$371,768.15
Sardis	1,748	\$10,310.00	\$171,289.24
Sebastopol	266	\$7,436.64	\$24,110.22
Senatobia	8,354	\$53,598.60	\$980,672.68
Sherman	850	\$51,200.00	\$92,200.00
Sidon	311	\$0.00	\$0.00
Smithville	717		
Southaven	54,648	\$2,736,554.00	\$6,236,398.00
Starkville	24,360	\$412.58	\$0.18
Stonewall	879	\$34,372.00	\$47,506.68
Summit	1,505	\$48,738.09	\$102,743.13
Sumrall	1,765	\$96,000.00	\$120,000.00
Sylvarena	87	\$0.00	\$0.00
Taylor	498		
Thaxton	692		
Tremont	467		
Tupelo	37,926	\$3,256,200.00	\$4,033,510.00
Utica	636	\$176,810.02	\$167,924.22
Verona	2,792	\$135,433.00	\$1,192,253.00
Vicksburg	21,573		
Waveland	7,210	\$48,536.82	\$634,176.69
Waynesboro	4,567	\$168,277.70	\$343,651.98
Winstonville	153	\$0.00	\$0.00

TOTAL COST (POPULATION)

Municipality	Population	Cost of Insurance	Cost of Retirement Plans
Jackson	153,701		
Gulfport	72,926		
Southaven	54,648	\$2,736,554.00	\$6,236,398.00
Biloxi	49,449	\$8,694,485.86	\$6,031,437.88
Olive Branch	46,466		\$0.18
Tupelo	37,926	\$3,256,200.00	\$4,033,510.00
Meridian	35,052	\$7,314.00	\$0.18
Pearl	27,115		
Horn Lake	27,000	\$1,607,870.00	\$2,512,037.00
Oxford	25,416	\$476.33	\$0.00
Starkville	24,360	\$412.58	\$0.18
Columbus	24,084		
Pascagoula	22,010	\$2,003,016.00	\$1,787,389.00
Gautier	19,024	\$1,464,586.00	\$1,156,551.00
Ocean Springs	18,429	\$1,286,929.80	\$1,630,809.01
Laurel	17,161		
Hernando	17,138		
Clarksdale	14,903	\$591,621.00	\$1,015,591.00
Corinth	14,622	\$575.00	
Natchez	14,520	\$1,614,048.00	\$1,315,944.00
D'Iberville	12,721	\$1,983,037.00	\$1,481,615.00
Byram	12,666	\$481,166.61	\$821,075.34
Brookhaven	11,674	\$876,240.42	\$1,204,222.05
Bay St. Louis	11,229	\$507,359.43	\$1,020,903.04
Petal	11,010	\$467,141.04	\$736,229.79
Canton	10,948	\$752,923.19	\$830,149.77
Diamondhead	9,800	\$110,609.56	\$50,415.76
Senatobia	8,354	\$53,598.60	\$980,672.68
New Albany	7,626	\$543,615.48	\$804,842.43
Batesville	7,523	\$1,187,221.68	\$1,651,553.48
Waveland	7,210	\$48,536.82	\$634,176.69
Kosciusko	7,114	\$381,647.00	\$521,870.00
Amory	6,666	\$1,189,731.67	\$982,375.10
Louisville	6,000		
Pontotoc	5,640		

TOTAL COST (POPULATION)

Municipality	Population	Cost of Insurance	Cost of Retirement Plans
Ripley	5,462	\$436,812.73	\$371,768.15
Forest	5,430		
Aberdeen	4,961		
Carthage	4,901	\$258,720.00	\$547,490.00
Crystal Springs	4,862	\$393,042.72	\$319,952.49
Ellisville	4,652	\$208,879.00	\$508,228.00
Florence	4,572	\$279,122.91	328.786.93
Waynesboro	4,567	\$168,277.70	\$343,651.98
Fulton	4,542	\$19,564.00	\$385,775.00
Leakesville	3,775	\$30,000.00	\$70,000.00
Newton	3,373	\$285,800.00	\$220,620.00
Poplarville	2,833		
Verona	2,792	\$135,433.00	\$1,192,253.00
Collins	2,342	\$301,919.48	\$492,162.67
Eupora	2,152	\$106,240.00	\$162,221.00
Decatur	1,945	\$42,736.47	\$79,370.15
Moorhead	1,937	\$5,232.00	
Nettleton	1,935	\$93,050.88	\$118,952.00
Magnolia	1,883	\$199,705.27	\$187,504.41
Sumrall	1,765	\$96,000.00	\$120,000.00
Sardis	1,748	\$10,310.00	\$171,289.24
Bruce	1,707	\$103,409.83	\$136,082.41
Bay Springs	1,670	\$264,770.27	\$239,083.86
Flora	1,647	\$58,934.00	\$140,172.00
Calhoun City	1,533	\$53,017.00	\$81,334.00
Summit	1,505	\$48,738.09	\$102,743.13
Pelahatchie	1,272		
Mantachie	1,121	\$14,820.12	\$48,567.66
Edwards	995	\$29,181.80	\$44,690.00
Prentiss	976	\$31,174.08	\$110,512.52
Jonestown	962		17.9% of employee pay
Derma	957		
Blue Mountain	948	\$43,152.00	\$53,160.00
Brooksville	915		
Gloster	897		
Stonewall	879	\$34,372.00	\$47,506.68

Municipality	Population	Cost of Insurance	Cost of Retirement Plans
Mathiston	831	\$48,108.48	\$62,479.50
Maben	771	\$0.00	\$55,000.00
Smithville	717		
Thaxton	692		
Utica	636	\$176,810.02	\$167,924.22
Boyle	600	\$38,985.36	\$36,918.37
Liberty	560	\$104,595.00	\$71,792.00
New Augusta	554		
Taylor	498		
Enterprise	496	\$34,029.44	\$4,100.57
Hatley	495		
Noxapater	472	\$12,600.00	\$33,000.00
Dumas	471		
Tremont	467		
Blue Springs	436		
Jumpertown	450		
Osyka	420		
Glen	382		
D'Lo	373	\$0.00	\$13,114.49
Sidon	311	\$0.00	\$0.00
Arcola	304		
Crosby	302		
Georgetown	300	\$0.00	\$0.00
Sebastopol	266	\$7,436.64	\$24,110.22
Marietta	256	\$0.00	18.40% of salary
Cary	241	\$0.00	\$9,944.17
Morgan City	207	\$0.00	\$0.00
Golden	192	\$19,956.00	\$12,326.00
Braxton	186		
Pittsboro	157	\$0.00	\$0.00
Winstonville	153	\$0.00	\$0.00
Sylvarena	87	\$0.00	\$0.00
Learned	56		

RECRUITMENT (ALPHABETICAL)

Municipality	Population	Do you Feel it is Difficult to Attract Applicants with the Skills Your Municipal Government Needs?	What is the Most Common Recruitment Strategy to Fill Positions Within Your City?							Do you Believe Your Municipality is Able to Pay What the Labor Market Demands?	Which Positions/Functions Are the Least Challenging to Fill Within Your Municipality?	Which Positions/Functions Are the Most Challenging to Fill Within Your Municipality?
			Answer Below:	Internal Postings	External Postings (City Website)	Ads through 3rd Party Website	Ads through Social Media Website	In-Person Application	Employee Referral			
Aberdeen	4,961	Somewhat Difficult	Mult. Answers	1	1		1	1		Very Difficult	Street Laborer	Police Officers
Amory	6,666	Somehwat Difficult	Mult. Answers		1		1		1	Somewhat Difficult	Labor	Police, Fire
Arcola	304	Very Difficult	In-Person					1		Somewhat Difficult	Maint. Tech.	City Clerk
Batesville	7,523	Somewhat Difficult	In-Person					1		Neutral		
Bay Springs	1,670	Not Difficult	Mult. Answers		1		1	1		Somewhat Difficult	Office Personel	Gas Department
Bay St. Louis	11,229	Not Difficult	Mult. Answers	1	1		1			Somewhat Difficult	Office	Labor
Biloxi	49,449	Somewhat Difficult	Mult. Answers	1	1		1	1	1	Neutral	Firefighters	Police Officers
Blue Mountain	948	Somewhat Difficult	In-Person					1		Very Difficult	Public Works	Police Dept
Blue Springs	436	Somewhat Difficult	Employee Referral						1	Somewhat Difficult		Police Officer
Boyle	600	Somewhat Difficult	Mult. Answers				1	1	1	Neutral	Grounds	Public Work
Braxton	186	Very Difficult	Mult. Answers			1	1	1		Very Difficult	Clerk, Mayor	Maintenance, Alderman
Brookhaven	11,674	Neutral	3rd Party Website			1				Neutral	Laborer	Fire Dept
Brooksville	915	Very Difficult	In-Person					1		Very Difficult	Clerical And Street Maintenance	Water Works Operator
Bruce	1,707	Very Difficult	In-Person					1		Very Difficult	Laborer	Public Works Director
Byram	12,666	Somewhat Difficult	Mult. Answers		1	1				Very Difficult	Administrative	Police Officer
Calhoun City	1,533	Neutral	Mult. Answers			1		1		Somewhat Difficult	Part-time Office Assistant	Police Officers
Canton	10,948	Neutral	In-Person					1		Very Difficult	Administrative	Laborers, Drivers, Police Officers
Carthage	4,901	Very Difficult	Employee Referral						1	Very Difficult	Park	Police
Cary	241	Very Easy	In-Person					1		Somewhat Difficult		Laborer
Clarksdale	14,903	Very Difficult	Mult. Answers					1	1	Very Difficult		Police, CDL
Collins	2,342	Somewhat Difficult	Mult. Answers		1	1				Neutral	Maint. Labor	Lineman, Police, Fire
Columbus	24,084											
Corinth	14,622	Neutral	Mult. Answers		1			1	1	Somewhat Difficult	Admin	Police
Crosby	302	Neutral	In-person					1		Neutral		
Crystal Springs	4,862	Very Difficult	Mult. Answers	1				1	1	Somewhat Difficult	Labor	Clerical
Decatur	1,945	Somewhat Difficult	External Postings		1					Somewhat Difficult		
DeKalb	836	Somewhat Difficult	In-person					1		Somewhat Difficult	Street Department	Water/Sewer
Derma	957	Somewhat Difficult	Mult. Answers		1		1	1		Very Difficult	Office/ Admin	Police Department
Diamondhead	9,800	Not Difficult	External Postings		1					Neutral	Admin	Public Works
D'Iberville	12,721	Somewhat Difficult	Mult. Answers	1	1		1			Somewhat Difficult	Admin	Police
D'Lo	373	Somewhat Difficult	3rd party website			1				Very Difficult	Deputy Clerk	Maintenance Supervisor
Dumas	471											
Edwards	995	Somewhat Difficult	Mult. Answers	1				1			Clerical	Police Officer
Ellisville	4,652	Somewhat Difficult	3rd Party Website			1				Somewhat Difficult	Office Worker	Police And Fire Departments
Enterprise	496	Very Difficult	In-Person					1		Neutral	Police	Water/Wastewater Operator
Eupora	2,152	Neutral	Mult. Answers	1	1					Somewhat Difficult		Police Officers And Clerks

RECRUITMENT (ALPHABETICAL)

Municipality	Population	Do you Feel it is Difficult to Attract Applicants with the Skills Your Municipal Government Needs?	What is the Most Common Recruitment Strategy to Fill Positions Within Your City?							Do you Believe Your Municipality is Able to Pay What the Labor Market Demands?	Which Positions/Functions Are the Least Challenging to Fill Within Your Municipality?	Which Positions/Functions Are the Most Challenging to Fill Within Your Municipality?
			Answer Below:	Internal Postings	External Postings (City Website)	Ads through 3rd Party Website	Ads through Social Media Website	In-Person Application	Employee Referral			
Flora	1,647	Neutral	Social Media				1			Somewhat Difficult		
Florence	4,572	Neutral	In-Person					1		Somewhat Difficult	Maintenance	Police
Forest	5,430											
Fulton	4,542	Very Easy	In-Person					1		Neutral		
Gautier	19,024	Very Difficult	Mult. Answers		1		1			Very Difficult		Publix Safety
Georgetown	300	Neutral	In-Person					1		Somewhat Difficult		
Glen	382											
Gloster	897	Very Difficult								Very Difficult		
Golden	192	Very Difficult	Employee Referral						1	Somewhat Difficult	Maintenance	Police
Gulfport	72,926	Neutral	Mult. Answers		1	1				Neutral		
Hatley	495											
Hernando	17,138											
Horn Lake	27,000	Neutral	3rd party website			1				Somewhat Difficult	Non-Degree Positions	Public Safety
Jackson	153,701											
Jonestown	962	Very Difficult								Neutral	Custodial/Street Superintendent	Police Officers
Jumpertown	450											
Kosciusko	7,114	Somewhat Difficult	Mult. Answers		1		1		1	Very Difficult	Street/Solid Waste Labor	Police
Laurel	17,161	Neutral	Mult. Answers	1	1	1	1	1	1	Neutral		
Leakesville	3,775	Very Difficult	Mult. Answers		1		1			Very Difficult	Public Works	Clerks
Learned	56	Neutral	In-Person					1		Very Difficult		
Liberty	560	Somewhat Difficult										Public Works Department
Louisville	6,000		In-Person					1		Somewhat Difficult	Laborer	911 Dispatcher
Maben	771	Very Difficult	In-Person					1		Very Difficult	City Clerk, Deputy Clerk	Water Maintenance, Police
Magnolia	1,883	Neutral	In-Person					1		Somewhat Difficult	City Hall, Municipal Court	Police Dept, Public Works Dept
Mantachie	1,121	Somewhat Difficult	Mult. Answers	1	1		1	1	1	Very Difficult	Public Workers	Public Safety - Police
Marietta	256	Somewhat Difficult	In-Person					1		Neutral		Water And Sewer
Meridian	35,052	Somewhat Difficult	External Postings		1					Neutral	Maintenance Worker, Utility Worker	Upper Management, Licenses & Certifications
Moorhead	1,937	Not Difficult	Mult. Answers					1	1	Very Difficult	Police	Public Works
Morgan City	207	Neutral								Neutral		
Natchez	14,520	Very Difficult	Mult. Answers		1	1				Somewhat Difficult	Clerical	Police, Fire, Public Works
Nettleton	1,935	Somewhat Difficult	Social Media				1			Somewhat Difficult	Fire Dept.	Police
New Albany	7,626	Neutral	In-Person					1		Somewhat Difficult	Park & Rec	Street
New Augusta	554	Neutral	External Postings		1					Neutral		
Newton	3,373	Very Difficult	Mult. Answers		1	1	1			Somewhat Difficult	Administrative	Police Officers, Water And Waste-water Operators, Public Works Employees
Noxapater	472	Not Difficult	In-Person					1			Clerk	Police
Ocean Springs	18,429	Somewhat Difficult	External Postings		1					Very Difficult	Clerical	Policeman

RECRUITMENT (ALPHABETICAL)

Municipality	Population	Do you Feel it is Difficult to Attract Applicants with the Skills Your Municipal Government Needs?	What is the Most Common Recruitment Strategy to Fill Positions Within Your City?							Do you Believe Your Municipality is Able to Pay What the Labor Market Demands?	Which Positions/Functions Are the Least Challenging to Fill Within Your Municipality?	Which Positions/Functions Are the Most Challenging to Fill Within Your Municipality?
			Answer Below:	Internal Postings	External Postings (City Website)	Ads through 3rd Party Website	Ads through Social Media Website	In-Person Application	Employee Referral			
Olive Branch	46,466	Somewhat Difficult	Mult. Answers	1	1					Somewhat Difficult		Police
Osyka	420	Neutral	In-Person					1		Neutral	City Clerk, Police	Water/Wastewater Operater
Oxford	25,416	Neutral	Mult. Answers		1	1				Somewhat Difficult	Crew Member, Admin. Assistant	Building Inspector, Utilities
Pascagoula	22,010	Not Difficult	Mult. Answers	1	1		1			Somewhat Difficult	Administrative/Clerical/Fire-fighter	Police Officer
Pearl	27,115	Neutral	Mult. Answers	1	1		1	1	1	Neutral		
Pelahatchie	1,272											
Petal	11,010	Neutral	Mult. Answers		1		1	1		Very Difficult	Recreation Dept. Laborers	Firefighters
Pittsboro	157	Somewhat Difficult						1		Somewhat Difficult	Clerk	Water Supervisor
Pontotoc	5,640											
Poplarville	2,833	Somewhat Difficult	Mult. Answers		1		1		1	Somewhat Difficult	Administration	Police, Public Works
Prentiss	976	Very Difficult	In-Person					1		Very Difficult	Police	Public Works, Fire
Ripley	5,462	Neutral	Mult. Answers					1	1	Neutral	Street	Police
Sardis	1,748	Somewhat Difficult	Social Media				1			Neutral		Police Dept
Sebastopol	266	Neutral	In-Person					1		Neutral		Officers
Senatobia	8,354	Very Difficult	Social Media				1			Very Difficult	Clerical	Public Works
Sherman	850	Somewhat Difficult	Social Media				1			Somewhat Difficult		Police
Sidon	311	Somewhat Difficult	In-Person					1		Very Difficult	Meter Reading Operator	Mayor
Smithville	717											
Southaven	54,648	Somewhat Difficult	External Postings		1					Somewhat Difficult	Clerical	First Responder
Starkville	24,360	Neutral	Mult. Answers	1	1	1	1		1	Somewhat Difficult	Clerical	Professional
Stonewall	879	Very Difficult	In-Person					1		Very Difficult		Water, Public Works
Summit	1,505	Somewhat Difficult	Mult. Answers			1	1			Neutral	Public Works	Clerk
Sumrall	1,765	Somewhat Difficult	In-Person					1		Not Difficult	Public Works	Police Department
Sylvarena	87	Neutral										
Taylor	498	Not Difficult	In-Person					1		Neutral		
Thaxton	692	Neutral	Employee Referral						1	Neutral		
Tremont	467	Very Difficult	In-Person					1		Very Difficult	Laborer	Operator
Tupelo	37,926	Neutral	External Postings		1					Neutral		
Utica	636	Somewhat Difficult	Mult. Answers			1	1			Somewhat Difficult	Clerical	Police Officers And Public Works
Verona	2,792	Very Easy	Social Media				1			Somewhat Difficult	Office	Police, Water/Public Works
Vicksburg	21,573	Very Easy	3rd Pary Website			1				Very Difficult	Laborers	Police
Waveland	7,210	Neutral	In-person					1		Neutral	Laborers	Police
Waynesboro	4,567	Very Difficult	In-person					1		Somewhat Difficult	Admin	Public Workers
Winstonville	153	Neutral								Somewhat Difficult		

RECRUITMENT (POPULATION)

Municipality	Population	Do you Feel it is Difficult to Attract Applicants with the Skills Your Municipal Government Needs?	What is the Most Common Recruitment Strategy to Fill Positions Within Your City?							Do you Believe Your Municipality is Able to Pay What the Labor Market Demands?	Which Positions/Functions Are the Least Challenging to Fill Within Your Municipality?	Which Positions/Functions Are the Most Challenging to Fill Within Your Municipality?
			Answer Below:	Internal Postings	External Postings (City Website)	Ads through 3rd Party Website	Ads through Social Media Website	In-Person Application	Employee Referral			
Jackson	153,701											Police Officers
Gulfport	72,926	Neutral	Mult. Answers		1	1				Neutral		Police, Fire
Southaven	54,648	Somewhat Difficult	External Postings		1					Somewhat Difficult	Clerical	City Clerk
Biloxi	49,449	Somewhat Difficult	Mult. Answers	1	1		1	1	1	Neutral	Firefighters	
Olive Branch	46,466	Somewhat Difficult	Mult. Answers	1	1					Somewhat Difficult		Gas Department
Tupelo	37,926	Neutral	External Postings		1					Neutral		Labor
Meridian	35,052	Somewhat Difficult	External Postings		1					Neutral	Maintenance Worker, Utility Worker	Police Officers
Pearl	27,115	Neutral	Mult. Answers	1	1		1	1	1	Neutral		Police Dept
Horn Lake	27,000	Neutral	3rd Party Website			1				Somewhat Difficult	Non-Degree Positions	Police Officer
Oxford	25,416	Neutral	Mult. Answers		1	1				Somewhat Difficult	Crew Member, Admin. Assistant	Public Work
Starkville	24,360	Neutral	Mult. Answers	1	1	1	1		1	Somewhat Difficult	Clerical	Maintenance, Alderman
Columbus	24,084											Fire Dept
Pascagoula	22,010	Not Difficult	Mult. Answers	1	1		1			Somewhat Difficult	Administrative/Clerical/Firefighter	Water Works Operator
Vicksburg	21,573	Very Easy	3rd Party Website			1				Very Difficult	Laborers	Public Works Director
Gautier	19,024	Very Difficult	Mult. Answers		1		1			Very Difficult		Police Officer
Ocean Springs	18,429	Somewhat Difficult	External Postings		1					Very Difficult	Clerical	Police Officers
Laurel	17,161	Neutral	Mult. Answers	1	1	1	1	1	1	Neutral		Laborers, Drivers, Police Officers
Hernando	17,138											Police
Clarksdale	14,903	Very Difficult	Mult. Answers					1	1	Very Difficult	None	Laborer
Corinth	14,622	Neutral	Mult. Answers		1			1	1	Somewhat Difficult	Admin	Police, CDL
Natchez	14,520	Very Difficult	Mult. Answers		1	1				Somewhat Difficult	Clerical	Lineman, Police, Fire
D'Iberville	12,721	Somewhat Difficult	Mult. Answers	1	1		1			Somewhat Difficult	Admin	
Byram	12,666	Somewhat Difficult	Mult. Answers		1	1				Very Difficult	Administrative	Police
Brookhaven	11,674	Neutral	3rd Party Website			1				Neutral	Laborer	
Bay St. Louis	11,229	Not Difficult	Mult. Answers	1	1		1			Somewhat Difficult	Office	Clerical
Petal	11,010	Neutral	Mult. Answers		1		1	1		Very Difficult	Recreation Dept. Laborers	
Canton	10,948	Neutral	In-Person					1		Very Difficult	Administrative	Water/Sewer
Diamondhead	9,800	Not Difficult	External Postings		1					Neutral	Admin	Police Department
Senatobia	8,354	Very Difficult	Social Media				1			Very Difficult	Clerical	Public Works
New Albany	7,626	Neutral	In-Person					1		Somewhat Difficult	Park & Rec	Police
Batesville	7,523	Somewhat Difficult	In-Person					1		Neutral		Maintenance Supervisor
Waveland	7,210	Neutral	In-Person					1		Neutral	Laborers	
Kosciusko	7,114	Somewhat Difficult	Mult. Answers		1		1		1	Very Difficult	Street/Solid Waste Labor	Police Officer
Amory	6,666	Somewhat Difficult	Mult. Answers		1		1		1	Somewhat Difficult	Labor	Police And Fire Departments
Louisville	6,000		In-Person					1		Somewhat Difficult	Laborer	Water/Wastewater Operator
Pontotoc	5,640											Police Officers And Clerks

RECRUITMENT (POPULATION)

Municipality	Population	Do you Feel it is Difficult to Attract Applicants with the Skills Your Municipal Government Needs?	What is the Most Common Recruitment Strategy to Fill Positions Within Your City?							Do you Believe Your Municipality is Able to Pay What the Labor Market Demands?	Which Positions/Functions Are the Least Challenging to Fill Within Your Municipality?	Which Positions/Functions Are the Most Challenging to Fill Within Your Municipality?
			Answer Below:	Internal Postings	External Postings (City Website)	Ads through 3rd Party Website	Ads through Social Media Website	In-Person Application	Employee Referral			
Ripley	5,462	Neutral	Mult. Answers					1	1	Neutral	Street	Police
Forest	5,430											
Aberdeen	4,961		Mult. Answers	1	1		1	1			Street Laborer	Police Officers
Carthage	4,901	Very Difficult	Employee Referral						1	Very Difficult	Park	Police
Crystal Springs	4,862	Very Difficult	Mult. Answers	1				1	1	Somewhat Difficult	Labor	Clerical
Ellisville	4,652	Somewhat Difficult	3rd Party Website			1				Somewhat Difficult	Office Worker	Police And Fire Departments
Florence	4,572	Neutral	In-Person					1		Somewhat Difficult	Maintenance	Police
Waynesboro	4,567	Very Difficult	In-Person					1		Somewhat Difficult	Admin	Public Works
Fulton	4,542	Very Easy	In-Person					1		Neutral		
Leakesville	3,775	Very Difficult	Mult. Answers		1		1			Very Difficult	Public Works	Clerks
Newton	3,373	Very Difficult	Mult. Answers		1	1	1			Somewhat Difficult	Administrative	Police Officers, Water And Wastewater Operators, Public Works Employees
Poplarville	2,833	Somewhat Difficult	Mult. Answers		1		1		1	Somewhat Difficult	Administration	Police, Public Works
Verona	2,792	Very Easy	Social Media				1			Somewhat Difficult	Office	Police, Water/Public Works
Collins	2,342	Somewhat Difficult	Mult. Answers		1	1				Neutral	Maint. Labor	Lineman, Police, Fire
Eupora	2,152	Neutral	Mult. Answers	1	1					Somewhat Difficult		Police Officers And Clerks
Decatur	1,945	Somewhat Difficult	External Postings		1					Somewhat		
Moorhead	1,937	Not difficult	Mult. Answers					1	1	Very Difficult	Police	Public Works
Nettleton	1,935	Somewhat Difficult	Social Media				1			Somewhat Difficult	Fire Dept.	Police
Magnolia	1,883	Neutral	In-Person					1		Somewhat Difficult	City Hall, Municipal Court	Police Dept, Public Works Dept
Sumrall	1,765	Somewhat Difficult	In-Person					1		Not Difficult	Public Works	Police Department
Sardis	1,748	Neutral	Social Media				1			Neutral		Police Dept
Bruce	1,707	Very Difficult	In-Person					1		Very Difficult	Laborer	Public Works Director
Bay Springs	1,670	Not difficult	Mult. Answers		1		1	1		Somewhat Difficult	Office Personel	Gas Department
Flora	1,647	Neutral	Social Media				1			Somewhat Difficult		
Calhoun City	1,533	Neutral	Mult. Answers			1		1		Somewhat Difficult	Part Time Office Assistant	Police Officers
Summit	1,505	Somewhat Difficult	Mult. Answers			1	1			Neutral	Public Works	Clerk
Pelahatchie	1,272											
Mantachie	1,121	Somewhat Difficult	Mult. Answers	1	1		1	1	1	Very Difficult	Public Workers	Public Safety - Police
Edwards	995	Somewhat Difficult	Mult. Answers	1				1		Very Difficult	Clerical	Police Officer
Prentiss	976	Very Difficult	In-Person					1		Very Difficult	Police	Public Works, Fire
Jonestown	962	Very Difficult								Neutral	Custodial/Street Superintendent	Police Officers
Derma	957	Somewhat Difficult	Mult. Answers		1		1	1		Very Difficult	Office/ Admin	Police Department
Blue Mountain	948	Somewhat Difficult	In-Person					1		Very Difficult	Public Works	Police Dept
Brooksville	915	Very Difficult	In-Person					1		Very Difficult	Clerical And Street Maintenance	Water Works Operator
Gloster	897	Very Difficult								Very Difficult		
Stonewall	879	Very Difficult	In-Person					1		Very Difficult		Water, Public Works

RECRUITMENT (POPULATION)

Municipality	Population	Do you Feel it is Difficult to Attract Applicants with the Skills Your Municipal Government Needs?	What is the Most Common Recruitment Strategy to Fill Positions Within Your City?							Do you Believe Your Municipality is Able to Pay What the Labor Market Demands?	Which Positions/Functions Are the Least Challenging to Fill Within Your Municipality?	Which Positions/Functions Are the Most Challenging to Fill Within Your Municipality?
			Answer Below:	Internal Postings	External Postings (City Website)	Ads through 3rd Party Website	Ads through Social Media Website	In-Person Application	Employee Referral			
Sherman	850	Somewhat Difficult	Social Media				1			Somewhat Difficult		Police
DeKalb	836	Somewhat Difficult	In-Person					1		Somewhat Difficult	Street Department	Water/Sewer
Maben	771	Very Difficult	In-Person					1		Very Difficult	City Clerk, Deputy Clerk	Water Maintanance, Police Officers
Smithville	717											
Thaxton	692	Neutral	Employee Referral						1	Neutral		
Utica	636	Somewhat Difficult	Mult. Answers			1	1			Somewhat Difficult	Clerical	Police Officers And Public Works
Boyle	600	Somewhat Difficult	Mult. Answers				1	1	1	Neutral	Grounds	Public Work
Liberty	560	Somewhat Difficult										Public Works Department
New Augusta	554	Neutral	External Postings		1					Neutral		
Taylor	498	Not Difficult	In-Person					1		Neutral		
Enterprise	496	Very Difficult	In-Person					1		Neutral	Police	Water/Wastewater Operator
Hatley	495											
Noxapater	472	Not Difficult	In-Person					1		Neutral	Clerk	Police
Dumas	471											
Tremont	467	Very Difficult	In-Person					1		Very Difficult	Laborer	Operator
Blue Springs	436	Somewhat Difficult	Employee Referral						1	Somewhat Difficult		Police Officer
Jumpertown	450											
Osyka	420	Neutral	In-Person					1		Neutral	City Clerk, Police	Water/Wastewater Operater
Glen	382											
D'Lo	373	Somewhat Difficult	3rd Party Website			1				Very Difficult	Deputy Clerk	Maintenance Supervisor
Sidon	311	Somewhat Difficult	In-Person					1		Very Difficult	Meter Reading Operator	Mayor
Arcola	304	Very Difficult	In-Person					1		Somewhat Difficult	Maint. Tech.	City Clerk
Crosby	302	Neutral	In-Person					1		Neutral		
Georgetown	300	Neutral	In-Person					1		Somewhat Difficult		
Sebastopol	266	Neutral	In-Person					1		Neutral		Officers
Marietta	256	Somewhat Difficult	In-Person					1		Neutral		Water And Sewer
Cary	241	Very Easy	In-Person					1		Somewhat Difficult		Laborer
Morgan City	207	Neutral								Neutral		
Golden	192	Very Difficult	Employee Referral						1	Somewhat Difficult	Maintanence	Police
Braxton	186	Very Difficult	Mult. Answers			1	1	1		Very Difficult	Clerk, Mayor	Maintenance, Alderman
Pittsboro	157	Somewhat Difficult	In-Person					1		Somewhat Difficult	Clerk	Water Supervisor
Winstonville	153	Neutral								Somewhat Difficult		
Sylvarena	87	Neutral										
Learned	56	Neutral	In-Person					1		Very Difficult		

RETENTION (ALPHABETICAL)

Municipality	Population	Is it Difficult to Retain Current Employees with Your Municipality?	What is the Top Reason Employees are Resigning with your Municipality?						What was Your Overall Employee Turnover Rate in 2024?	Which Positions/Functions are the Least Challenging to Retain Within Your Municipality?	Which Positions/Functions are the Most Challenging to Retain Within Your Municipality?	To What Extent do you Believe the Total Compensation Rewards You Offer Your Employees are Competitive with the Overall Labor Market?	To What Extent do you Believe the Total Compensation Rewards You Offer Your Employees are Competitive with the Nearby Municipal Employers?
			Answer Below:	Better Compensation	Career Change	Retirement	Opportunity with Another Public Employer	Opportunity with a Private Employer					
Aberdeen	4,961	Somewhat Difficult	Better Compensation	1					40%	Clerical Positions	Police Officers	Very Uncompetitive	Very Uncompetitive
Amory	6,666	Very Difficult	Public Employer				1			Labor	Police, Fire	Very Uncompetitive	Very Uncompetitive
Arcola	304	Not Difficult	Retirement			1			0			Not Competitive	Neutral
Batesville	7,523	Neutral											Neutral
Bay Springs	1,670	Very Easy	Retirement			1			2%	All			Not Competitive
Bay St. Louis	11,229	Somewhat Difficult	Better Compensation	1					14%	Office	Labor	Somewhat Competitive	Very Uncompetitive
Biloxi	49,449	Neutral	Mult Answers		1	1			17%	Clerical	Police Officers, Dispatchers	Somewhat Competitive	Somewhat Competitive
Blue Mountain	948	Somewhat Difficult	Better Compensation	1						Public Works	Police Dept	Not Competitive	Neutral
Blue Springs	436	Not Difficult							0				
Boyle	600	Neutral	Career Change		1				<1%	Public Works	Grounds	Neutral	Neutral
Braxton	186	Somewhat Difficult	Better Compensation	1								Not Competitive	Not Competitive
Brookhaven	11,674	Neutral	Better Compensation	1					10%	Administration And Fire Dept	Police Dept And Laborer		
Brooksville	915	Not Difficult	Public Employer				1					Somewhat Competitive	Somewhat Competitive
Bruce	1,707	Somewhat Difficult	Better Compensation	1					6%	Office Personel	Water & Sewage	Not Competitive	Somewhat Competitive
Byram	12,666	Not Difficult	Better Compensation	1					16%	Administrative	Police Officers And Dispatchers	Somewhat Competitive	Very Competitive
Calhoun City	1,533	Very Difficult	Better Compensation	1					26%	Police Officer		Somewhat Competitive	Somewhat Competitive
Canton	10,948	Not Difficult	Better Compensation	1						Administrative	Laborer, Police Officer	Not Competitive	Not Competitive
Carthage	4,901	Somewhat Difficult	Better Compensation	1					19%	Office	Police	Somewhat Competitive	Somewhat Competitive
Cary	241	Somewhat Difficult	Better Compensation	1							All	Very Uncompetitive	Very Uncompetitive
Clarksdale	14,903	Very Difficult	Better Compensation	1						Police	Police	Neutral	Neutral
Collins	2,342	Neutral	Better Compensation	1					25%	Maint. Labor	Office Personal	Neutral	Neutral
Columbus	24,084												
Corinth	14,622	Neutral	Public Employer				1		15%	Admin	Fire & Police	Somewhat Competitive	Somewhat Competitive
Crosby	242	Not Difficult	Private Employer					1	0		Police	Neutral	Not Competitive
Crystal Springs	4,862	Somewhat Difficult	Better Compensation	1					55	Firemen	Police	Somewhat Competitive	Neutral
Decatur	1,945	Somewhat Difficult	Better Compensation	1					47.83	Department Head	Police	Somewhat Competitive	Very Competitive
DeKalb	836	Neutral	Career Change		1				0%			Neutral	Somewhat Competitive
Derma	957	Somewhat Difficult	Mult. Answers	1			1		95	Office/ Admin	Police Department	Not Competitive	Not Competitive
Diamondhead	9,800	Not Difficult	Retirement			1			<10%	Admin	Public Works	Somewhat Competitive	Somewhat Competitive
D'Iberville	12,721	Not Difficult	Career Change		1				13.80%	Admin	Police	Very Competitive	Very Competitive
D'Lo	373	Somewhat Difficult	Better Compensation	1					0	Town Clerk	Maintenance Supervisor	Not Competitive	Not Competitive
Dumas	471												
Edwards	995	Not Difficult	Mult. Answers	1		1			0%			Not Competitive	Neutral
Ellisville	4,652	Not Difficult	Better Compensation	1					20%	Clerks	Police And Fire	Somewhat Competitive	Somewhat Competitive
Enterprise	496	Not Difficult	Retirement			1						Not Competitive	Neutral
Eupora	2,152	Neutral	Better Compensation	1					25%		Police	Neutral	Neutral

RETENTION (ALPHABETICAL)

Municipality	Population	Is it Difficult to Retain Current Employees with Your Municipality?	What is the Top Reason Employees are Resigning with your Municipality?						What was Your Overall Employee Turnover Rate in 2024?	Which Positions/Functions are the Least Challenging to Retain Within Your Municipality?	Which Positions/Functions are the Most Challenging to Retain Within Your Municipality?	To What Extent do you Believe the Total Compensation Rewards You Offer Your Employees are Competitive with the Overall Labor Market?	To What Extent do you Believe the Total Compensation Rewards You Offer Your Employees are Competitive with the Nearby Municipal Employers?
			Answer Below:	Better Compensation	Career Change	Retirement	Opportunity with Another Public Employer	Opportunity with a Private Employer					
Flora	1,647	Somewhat Difficult	Better Compensation	1					40%	Clerks	Police	Neutral	Neutral
Florence	4,572	Somewhat Difficult	Better Compensation	1						Clerical	Police	Somewhat Competitive	Somewhat Competitive
Forest	5,430												
Fulton	4,542	Very Easy	Private Employer					1				Somewhat Competitive	Somewhat Competitive
Gautier	19,024	Somewhat Difficult	Better Compensation	1						Clerical - Admin	Public Safety - Laborers	Not Competitive	Somewhat Competitive
Georgetown	300	Not Difficult	Better Compensation	1					0%			Not Competitive	Neutral
Glen	382												
Gloster	897	Neutral	Better Compensation	1								Neutral	Neutral
Golden	192	Somewhat Difficult	Better Compensation	1					50%	Police	Clerk	Somewhat Competitive	Neutral
Gulfport	72,926	Neutral	Mult. Answers	1		1						Somewhat Competitive	Somewhat Competitive
Hatley	495												
Hernando	17,138												
Horn Lake	27,000	Neutral	Career Change		1				<1%	Degree Jobs	Public Safety	Somewhat Competitive	Somewhat Competitive
Jackson	153,701												
Jonestown	962	Somewhat Difficult	Better Compensation	1					0	Court Clerk	Police Officers/ Street Custodial	Neutral	Neutral
Jumpertown	450												
Kosciusko	7,114	Neutral	Better Compensation	1						Admin	Police	Neutral	Neutral
Laurel	17,161	Not Difficult	Private Employer					1				Very Competitive	Very Competitive
Leakesville	3,775	Somewhat Difficult	Better Compensation	1					0	Public Works	Management	Not Competitive	Not Competitive
Learned	56	Neutral	Retirement			1			0			Very Uncompetitive	Very Uncompetitive
Liberty	560	Neutral											
Louisville	6,072	Neutral	Private Employer					1		Laborer	Police	Somewhat Competitive	Very Competitive
Maben	771	Not Difficult	Retirement			1				City Clerk, Deputy Clerk	Water Maintenance	Not Competitive	Neutral
Magnolia	1,883	Neutral							80%	City Hall, Municipal Court	Police Dept	Somewhat Competitive	Somewhat Competitive
Mantachie	1,121	Not Difficult	Mult. Answers	1	1	1			15%	Public Works	Public Safety - Police Department	Not Competitive	Not Competitive
Marietta	256	Neutral	Career Change		1				0%			Somewhat Competitive	Neutral
Meridian	35,052	Somewhat Difficult	Better Compensation	1								Neutral	Somewhat Competitive
Moorhead	1,937	Very Easy	Better Compensation	1					10%	Public	Police	Not Competitive	Not Competitive
Morgan City	207	Neutral										Neutral	Neutral
Natchez	14,520	Somewhat Difficult	Better Compensation	1					22%	Clerical Positions	Police, Fire And Public Works	Neutral	Very Competitive
Nettleton	1,935	Neutral	Better Compensation	1					5%	Fire	Police	Neutral	Somewhat Competitive
New Albany	7,626	Somewhat Difficult	Better Compensation	1					10	Park & Rec	Police	Somewhat Competitive	Somewhat Competitive
New Augusta	554		Retirement			1						Very Competitive	Very Competitive
Newton	3,373	Somewhat Difficult	Better Compensation	1					16	Administrative	Police Officers, Water And Wastewater Operators, Public Works Employees	Neutral	Neutral
Noxapater	472	Very Easy	Retirement			1			0			Very Competitive	Somewhat Competitive
Ocean Springs	18,429	Somewhat Difficult	Better Compensation	1					25%	Clerical	Policeman	Not Competitive	Not Competitive

RETENTION (ALPHABETICAL)

Municipality	Population	Is it Difficult to Retain Current Employees with Your Municipality?	What is the Top Reason Employees are Resigning with your Municiplaity?						What was Your Overall Employee Turnover Rate in 2024?	Which Positions/Functions are the Least Challenging to Retain Within Your Municipality?	Which Positions/Functions are the Most Challenging to Retain Within Your Municipality?	To What Extent do you Believe the Total Compensation Rewards You Offer Your Employees are Competitive with the Overall Labor Market?	To What Extent do you Believe the Total Compensation Rewards You Offer Your Employees are Competitive with the Nearby Municipal Employers?
			Answer Below:	Better Compensation	Career Change	Retirement	Opportunity with Another Public Employer	Opportunity with a Private Employer					
Olive Branch	46,466	Not Difficult											Very Competitive
Osyka	420	Not Difficult	Private Employer					1	0%	City Clerk, Police	Water/Wastewater	Neutral	Neutral
Oxford	25,416	Not Difficult	Public Employer				1		8	Admin. Assistant, Office Positions	Street, Dispatcher	Not Competitive	Somewhat Competitive
Pascagoula	22,010	Not Difficult	Better Compensation	1					16%	Administrative/Clerical/Firefighter	Police Officer	Somewhat Competitive	Very Competitive
Pearl	27,115	Neutral	Mult. Answers	1	1							Neutral	Neutral
Pelahatchie	1,272	Neutral	Better Compensation	1						Clerks	Police	Somewhat Competitive	Somewhat Competitive
Petal	11,010	Very Difficult	Better Compensation	1					24%	Clerical & General Laborers (Rec. Dept)	Firefighters/Police Officers	Neutral	Neutral
Pittsboro	157	Somewhat Difficult	Better Compensation	1					50	Clerk	Water Supervisor	Not Competitive	Not Competitive
Pontotoc	5,640												
Poplarville	2,833	Somewhat Difficult	Mult. Answers		1			1		Administration	Police, Public Works	Somewhat Competitive	Somewhat Competitive
Prentiss	976	Neutral	Better Compensation	1					1%			Neutral	Not Competitive
Ripley	5,462	Neutral	Career Change		1							Neutral	Neutral
Sardis	1,748	Not Difficult	Retirement			1				City Hall Staff	Police Dept	Neutral	Somewhat Competitive
Sebastopol	266	Not Difficult	Better Compensation	1								Neutral	Neutral
Senatobia	8,354	Somewhat Difficult	Better Compensation	1					38.2	Clerical	Police	Somewhat Competitive	Somewhat Competitive
Sherman	850	Not Difficult	Retirement			1			15%		Police	Somewhat Competitive	Somewhat Competitive
Sidon	311	Neutral	Retirement			1			0	Sanitation Operator	Clerk	Not Competitive	Not Competitive
Smithville	717												
Southaven	54,648	Neutral	Public Employer				1		20%	Clerical	First Responder	Somewhat Competitive	Very Competitive
Starkville	24,360	Neutral	Better Compensation	1					25.67	Clerical	Entry Level	Somewhat Competitive	Somewhat Competitive
Stonewall	879	Somewhat Difficult	Retirement			1				All		Somewhat Competitive	Somewhat Competitive
Summit	1,505	Somewhat Difficult	Better Compensation	1					45	Public Works	Clerk	Very Uncompetitive	Very Uncompetitive
Sumrall	1,765	Neutral	Public Employer				1		27	Public Works	Police Department	Somewhat Competitive	Very Competitive
Sylvarena	87												
Taylor	498	Not Difficult	Retirement			1							
Thaxton	692	Neutral										Neutral	Neutral
Tremont	467	Neutral	Retirement			1				Laborer	Operator	Neutral	Not Competitive
Tupelo	37,926	Neutral	Private Employer					1	20%	Police	Laborers	Neutral	Neutral
Utica	636	Not Difficult	Better Compensation	1						Clerical	Water/Waste Water Operator	Not Competitive	Somewhat Competitive
Verona	2,792	Very Easy	Mult. Answers	1		1			0	Office	Police	Neutral	Neutral
Vicksburg	21,573	Not Difficult	Better Compensation	1									
Waveland	7,210	Not Difficult	Career Change		1				12.50%	Administrative	Patrol Officers	Neutral	Neutral
Waynesboro	4,567	Somewhat Difficult	Better Compensation	1						Administrative	Police/Public Works	Somewhat Competitive	Somewhat Competitive
Winstonville	153	Neutral											

RETENTION (POPULATION)

Municipality	Population	Is it Difficult to Retain Current Employees with Your Municipality?	What is the Top Reason Employees are Resigning with your Municipality?						What was Your Overall Employee Turnover Rate in 2024?	Which Positions/Functions are the Least Challenging to Retain Within Your Municipality?	Which Positions/Functions are the Most Challenging to Retain Within Your Municipality?	To What Extent do you Believe the Total Compensation Rewards You Offer Your Employees are Competitive with the Overall Labor Market?	To What Extent do you Believe the Total Compensation Rewards You Offer Your Employees are Competitive with the Nearby Municipal Employers?
			Answer Below:	Better Compensation	Career Change	Retirement	Opportunity with Another Public Employer	Opportunity with a Private Employer					
Jackson	153,701												
Gulfport	72,926	Neutral	Mult. Answers	1		1						Somewhat Competitive	Somewhat Competitive
Southaven	54,648	Neutral	Public Employer				1		20%	Clerical	First Responder	Somewhat Competitive	Very Competitive
Biloxi	49,449	Neutral	Mult. Answers		1	1			17%	Clerical	Police Officers, Dispatchers		
Olive Branch	46,466	Not Difficult											Very Competitive
Tupelo	37,926	Neutral	Private Employer					1	20%	Police	Laborers	Neutral	Neutral
Meridian	35,052	Somewhat Difficult	Better Compensation	1								Neutral	Somewhat Competitive
Pearl	27,115	Neutral	Mult. Answers	1	1							Neutral	Neutral
Horn Lake	27,000	Neutral	Career Change		1				<1%	Degree Jobs	Public Safety	Somewhat Competitive	Somewhat Competitive
Oxford	25,416	Not Difficult	Public Employer				1		8%	Admin. Assistant, Office Positions	Street, Dispatcher	Not Competitive	Not Competitive
Starkville	24,360	Neutral	Better Compensation	1					25.67%	Clerical	Entry Level	Somewhat Competitive	Somewhat Competitive
Columbus	24,084												
Pascagoula	22,010	Not Difficult							16%	Administrative/Clerical/Firefighter	Police Officer	Somewhat Competitive	Very Competitive
Vicksburg	21,573	Not Difficult	Better Compensation	1									
Gautier	19,024	Somewhat Difficult	Better Compensation	1						Clerical - Admin	Public Safety - Laborers	Not Competitive	Somewhat Competitive
Ocean Springs	18,429	Somewhat Difficult	Better Compensation	1					25%	Clerical	Policeman	Not Competitive	Not Competitive
Laurel	17,161	Not Difficult	Private Employer					1				Very Competitive	Very Competitive
Hernando	17,138												
Clarksdale	14,903	Very Difficult	Better Compensation	1						Police	Police	Neutral	Neutral
Corinth	14,622	Neutral	Public Employer				1		15%	Admin	Fire & Police	Somewhat Competitive	Somewhat Competitive
Natchez	14,520	Somewhat Difficult	Better Compensation	1					21.5	Clerical Positions	Police, Fire And Public Works	Neutral	Very Competitive
D'Iberville	12,721	Not Difficult	Career Change		1				13.8	Admim	Police Dept	Very Competitive	Very Competitive
Byram	12,666	Not Difficult	Better Compensation	1					16%	Administrative	Police Officers And Dispatchers	Somewhat Competitive	Very Competitive
Brookhaven	11,674	Neutral	Better Compensation	1					10	Administration And Fire Dept	Police Dept And Laborer	Neutral	Neutral
Bay St. Louis	11,229	Somewhat Difficult	Better Compensation	1					14.1	Office	Labor	Somewhat Competitive	Very Competitive
Petal	11,010	Very Difficult	Better Compensation	1					24%	Clerical & General Laborers (Rec. Dept)	Firefighters/Police Officers	Neutral	Neutral
Canton	10,948	Not Difficult	Better Compensation	1						Administrative	Laborer, Police Officer	Not Competitive	Not Competitive
Diamondhead	9,800	Not Difficult	Retirement			1			<10%	Admin	Public Works	Somewhat Competitive	Somewhat Competitive
Senatobia	8,354	Somewhat Difficult	Better Compensation	1					38.2	Clerical	Police	Somewhat Competitive	Somewhat Competitive
New Albany	7,626	Somewhat Difficult	Better Compensation	1					10	Park & Rec	Police	Somewhat Competitive	Somewhat Competitive
Batesville	7,523	Neutral											Neutral
Waveland	7,210	Not Difficult	Career Change		1				12.50%	Administrative	Patrol Officers	Neutral	Neutral
Kosciusko	7,114	Neutral	Better Compensation	1						Admin	Police	Neutral	Neutral
Amory	6,666	Very Difficult	Public Employer				1			Labor	Police, Fire	Very Competitive	Very Competitive
Louisville	6,000	Neutral	Private Employer					1		Laborer	Police	Somewhat Competitive	Very Competitive
Pontotoc	5,640												

RETENTION (POPULATION)

Municipality	Population	Is it Difficult to Retain Current Employees with Your Municipality?	What is the Top Reason Employees are Resigning with your Municipality?						What was Your Overall Employee Turnover Rate in 2024?	Which Positions/Functions are the Least Challenging to Retain Within Your Municipality?	Which Positions/Functions are the Most Challenging to Retain Within Your Municipality?	To What Extent do you Believe the Total Compensation Rewards You Offer Your Employees are Competitive with the Overall Labor Market?	To What Extent do you Believe the Total Compensation Rewards You Offer Your Employees are Competitive with the Nearby Municipal Employers?
			Answer Below:	Better Compensation	Career Change	Retirement	Opportunity with Another Public Employer	Opportunity with a Private Employer					
Ripley	5,462	Neutral	Career Change		1							Neutral	Neutral
Forest	5,430												
Aberdeen	4,961		Better Compensation	1					40	Clerical Positions	Police Officers		
Carthage	4,901	Somewhat Difficult	Better Compensation	1					19	Office	Police	Somewhat Competitive	Somewhat Competitive
Crystal Springs	4,862	Somewhat Difficult	Better Compensation	1					55	Fire	Police	Somewhat Competitive	Neutral
Ellisville	4,652	Not Difficult	Better Compensation	1					20	Clerks	Police And Fire	Somewhat Competitive	Somewhat Competitive
Florence	4,572	Somewhat Difficult	Better Compensation	1						Clerical	Police	Somewhat Competitive	Somewhat Competitive
Waynesboro	4,567	Somewhat Difficult	Better Compensation	1						Admin	Police/Public Works	Somewhat Competitive	Somewhat Competitive
Fulton	4,542	Very Easy	Private Employer					1				Somewhat Competitive	Somewhat Competitive
Leakesville	3,775	Somewhat Difficult	Better Compensation	1					0	Public Works	Management	Not Competitive	Not Competitive
Newton	3,373	Somewhat Difficult	Better Compensation	1					16	Administrative	Police Officers, Water And Wastewater Operators, Public Works Employees	Neutral	
Poplarville	2,833	Somewhat Difficult	Mult. Answers		1			1		Administration	Police,Public Works	Somewhat Competitive	Somewhat Competitive
Verona	2,792	Very Easy	Mult. Answers	1		1			0	Office	Police	Neutral	Neutral
Collins	2,342	Neutral	Better Compensation	1					25	Maint. Labor	Office Personal	Neutral	Neutral
Eupora	2,152	Neutral	Better Compensation	1					25%		Police	Neutral	Neutral
Decatur	1,945	Somewhat Difficult	Better Compensation	1					47.83	Department Head	Police	Somewhat Competitive	Very Competitive
Moorhead	1,937	Very Easy	Better Compensation	1					10	Public Works	Police	Not Competitive	Not Competitive
Nettleton	1,935	Neutral	Better Compensation	1					5	Fire	Police	Neutral	Somewhat Competitive
Magnolia	1,883	Neutral							80	City Hall, Municipal Court	Police Department	Somewhat Competitive	Somewhat Competitive
Sumrall	1,765	Neutral	Public Employer				1		27	Public Works	Police Department	Somewhat Competitive	Very Competitive
Sardis	1,748	Not Difficult	Retirement			1				City Hall Staff	Police Dept	Neutral	Somewhat Competitive
Bruce	1,707	Somewhat Difficult	Better Compensation	1					6%	Office Personel	Water & Sewage	Not Competitive	Somewhat Competitive
Bay Springs	1,670	Very Easy	Retirement			1			2%	All			Not Competitive
Flora	1,647	Somewhat Difficult	Better Compensation	1					40%	Clerks	Police Department	Neutral	Neutral
Calhoun City	1,533	Very Difficult	Better Compensation	1					26	Police Officers		Somewhat Competitive	Somewhat Competitive
Summit	1,505	Somewhat Difficult	Better Compensation	1					45	Public Works	Clerk	Very Uncompetitive	Very Uncompetitive
Pelahatchie	1,272	Somewhat Difficult	Better Compensation	1						Clerks	Police	Somewhat Competitive	Somewhat Competitive
Mantachie	1,121	Not Difficult	Mult. Answers	1	1	1			15	Public Works	Public Safety - Police Department	Not Competitive	Not Competitive
Edwards	995	Not Difficult	Better Compensation	1		1			0			Not Competitive	Neutral
Prentiss	976	Neutral	Better Compensation	1					1			Neutral	Not Competitive
Jonestown	962	Somewhat Difficult	Better Compensation	1					0	Court Clerk	Police Officers/ Street Custodial	Neutral	Neutral
Derma	957	Somewhat Difficult	Mult. Answers	1			1		95	Office/ Admin	Police Department	Not Competitive	Not Competitive
Blue Mountain	948	Somewhat Difficult	Better Compensation	1						Public Works	Police Department	Not Competitive	Neutral
Brooksville	915	Not Difficult	Public Employer				1					Somewhat Competitive	Somewhat Competitive
Gloster	897	Neutral	Better Compensation	1								Neutral	Neutral
Stonewall	879	Somewhat Difficult	Retirement			1				All	None	Somewhat Competitive	Somewhat Competitive

RETENTION (POPULATION)

Municipality	Population	Is it Difficult to Retain Current Employees with Your Municipality?	What is the Top Reason Employees are Resigning with your Municiplaity?						What was Your Overall Employee Turnover Rate in 2024?	Which Positions/Functions are the Least Challenging to Retain Within Your Municipality?	Which Positions/Functions are the Most Challenging to Retain Within Your Municipality?	To What Extent do you Believe the Total Compensation Rewards You Offer Your Employees are Competitive with the Overall Labor Market?	To What Extent do you Believe the Total Compensation Rewards You Offer Your Employees are Competitive with the Nearby Municipal Employers?
			Answer Below:	Better Compensation	Career Change	Retirement	Opportunity with Another Public Employer	Opportunity with a Private Employer					
Sherman	850	Not Difficult	Retirement			1			15		Police	Somewhat Competitive	Somewhat Competitive
DeKalb	836	Neutral	Career Change		1				0			Neutral	Somewhat Competitive
Maben	771	Not Difficult	Retirement			1				City Clerk, Deputy Clerk	Water Maintenance	Not Competitive	Neutral
Smithville	717												
Thaxton	692	Neutral										Neutral	Neutral
Utica	636	Not Difficult	Better Compensation	1						Clerical	Water/Waste Water Operator	Not Competitive	Somewhat Competitive
Boyle	600	Neutral	Career Change		1				<1%	Public Works	Grounds	Neutral	Neutral
Liberty	560	Neutral											
New Augusta	554	Very Easy	Retirement			1						Very Competitive	Very Competitive
Taylor	498	Not Difficult	Retirement			1							
Enterprise	496	Not Difficult	Retirement			1						Not Competitive	Neutral
Hatley	495												
Noxapater	472	Very Easy	Retirement			1			0			Very Competitive	Somewhat Competitive
Dumas	471												
Tremont	467	Neutral	Retirement			1				Laborer	Operator	Neutral	Not Competitive
Blue Springs	436	Not Difficult							0			Somewhat Competitive	
Jumpertown	450												
Osyka	420	Not Difficult	Private Employer					1	0%	City Clerk, Police	Water/Wastewater	Neutral	Neutral
Glen	382												
D'Lo	373	Somewhat Difficult	Better Compensation	1					0	Town Clerk	Maintenance Supervisor	Not competitive	Not competitive
Sidon	311	Neutral	Retirement			1			0	Sanitation Operator	Clerk	Not competitive	Not competitive
Arcola	304	Not Difficult	Retirement			1			0			Not Comp	Neutral
Crosby	302	Not Difficult	Private Employer					1	0		Police	Neutral	Not Competitive
Georgetown	300	Not Difficult	Better Compensation	1					0%			Not Competitive	Neutral
Sebastopol	266	Not Difficult	Better Compensation	1								Neutral	Neutral
Marietta	256	Neutral	Career Change		1				0			Somewhat Competitive	Neutral
Cary	241	Somewhat Difficult	Better Compensation	1							All	Very Uncompetitive	Very Uncompetitive
Morgan City	207	Neutral										Neutral	Neutral
Golden	192	Somewhat Difficult	Better Compensation	1					50%	Police	Clerk	Somewhat Competitive	Neutral
Braxton	186	Somewhat Difficult	Better Compensation	1								Not Competitive	Not Competitive
Pittsboro	157	Somewhat Difficult	Better Compensation	1					50	Clerk	Water Supervisor	Not Competitive	Not Competitive
Winstonville	153												
Sylvarena	87	Neutral											
Learned	56	Neutral	Retirement			1			0			Very Uncompetitive	Very Uncompetitive

FULL-TIME BENEFITS SUMMARY

MEDICAL INSURANCE PERCENTAGES

	Offer Medical Insurance	Spouses and Dependents	Premiums Paid		
			100% Employer Paid	100% Employee Paid	Jointly Paid
Overall %	77.78%	76.40%	73.68%	0.00%	26.32%
Over 30,000	100.00%	100.00%	50.00%	0.00%	50.00%
10,000 to 29,999	100.00%	100.00%	57.89%	0.00%	42.11%
5,000 to 9,999	100.00%	100.00%	60.00%	0.00%	40.00%
1,000 to 4,999	96.15%	92.31%	83.33%	0.00%	16.67%
0 to 999	44.74%	32.14%	94.12%	0.00%	5.88%

DENTAL INSURANCE PERCENTAGES

	Offer Dental Insurance	Spouses and Dependents	Premiums Paid		
			100% Employer Paid	100% Employee Paid	Jointly Paid
Overall %	69.39%	76.19%	36.23%	47.83%	15.94%
Over 30,000	100.00%	100.00%	50.00%	16.67%	33.33%
10,000 to 29,999	100.00%	100.00%	21.05%	63.16%	33.33%
5,000 to 9,999	100.00%	100.00%	30.00%	70.00%	0.00%
1,000 to 4,999	88.46%	84.00%	34.78%	43.48%	21.74%
0 to 999	27.03%	33.33%	63.64%	27.27%	9.09%

VISION INSURANCE PERCENTAGES

	Offer Vision Insurance	Spouses and Dependents	Premiums Paid		
			100% Employer Paid	100% Employee Paid	Jointly Paid
Overall %	69.39%	76.19%	24.24%	63.64%	12.12%
Over 30,000	100.00%	83.33%	16.67%	50.00%	33.33%
10,000 to 29,999	100.00%	100.00%	11.76%	70.59%	17.65%
5,000 to 9,999	100.00%	100.00%	10.00%	90.00%	0.00%
1,000 to 4,999	88.46%	84.00%	26.09%	60.87%	13.04%
0 to 999	27.03%	37.50%	60.00%	40.00%	0.00%

FULL-TIME BENEFITS SUMMARY

SHORT TERM DISABILITY INSURANCE

	Offer Short Term Disability	Premiums Paid		
		100% Employer Paid	100% Employee Paid	Jointly Paid
Overall %	50.52%	8.70%	82.61%	8.70%
Over 30,000	83.33%	0.00%	80.00%	20.00%
10,000 to 29,999	63.16%	18.18%	81.82%	0.00%
5,000 to 9,999	70.00%	0.00%	83.33%	16.67%
1,000 to 4,999	57.69%	7.14%	85.71%	7.14%
0 to 999	27.78%	10.00%	80.00%	10.00%

PAID PERSONAL LEAVE

	Offer Paid Personal Leave
Overall %	45.26%
Over 30,000	33.33%
10,000 to 29,999	50.00%
5,000 to 9,999	30.00%
1,000 to 4,999	56.00%
0 to 999	41.67%

PAID VACATION LEAVE

	Offer Paid Vacation Leave
Overall %	86.46%
Over 30,000	83.33%
10,000 to 29,999	83.33%
5,000 to 9,999	90.00%
1,000 to 4,999	96.00%
0 to 999	81.08%

LONG TERM DISABILITY INSURANCE

	Offer Long Term Disability	Premiums Paid		
		100% Employer Paid	100% Employee Paid	Jointly Paid
Overall %	37.11%	9.68%	90.32%	9.68%
Over 30,000	66.67%	0.00%	75.00%	25.00%
10,000 to 29,999	36.84%	100.00%	100.00%	0.00%
5,000 to 9,999	40.00%	0.00%	100.00%	0.00%
1,000 to 4,999	46.15%	0.00%	90.00%	10.00%
0 to 999	25.00%	0.00%	90.00%	10.00%

PAID SICK LEAVE

	Offer Paid Sick Leave
Overall %	85.57%
Over 30,000	100.00%
10,000 to 29,999	100.00%
5,000 to 9,999	80.00%
1,000 to 4,999	92.31%
0 to 999	72.22%

PAID HOLIDAYS

	Offer Paid Holidays
Overall %	93.88%
Over 30,000	100.00%
10,000 to 29,999	100.00%
5,000 to 9,999	100.00%
1,000 to 4,999	100.00%
0 to 999	83.78%

FULL-TIME BENEFITS SUMMARY

LIFE INSURANCE							
	Offer Life Insurance	Insurance Premiums Paid			Amount Offered		
		100% Employer Paid	100% Employee Paid	Jointly Paid	Less Than \$10,000	\$10,000 to \$25,000	More Than \$25,000
Overall %	76.29%	79.17%	12.50%	8.33%	79.17%	12.50%	8.33%
Over 30,000	100.00%	83.33%	0.00%	16.67%	83.33%	0.00%	16.67%
10,000 to 29,999	100.00%	89.47%	5.26%	5.26%	89.47%	5.26%	5.26%
5,000 to 9,999	100.00%	88.89%	0.00%	11.11%	88.89%	0.00%	11.11%
1,000 to 4,999	100.00%	68.00%	20.00%	12.00%	68.00%	20.00%	12.00%
0 to 999	37.84%	76.92%	23.08%	0.00%	76.92%	23.08%	0.00%

RETIREMENT	
	Offer Retirement
Overall %	85.57%
Over 30,000	100.00%
10,000 to 29,999	94.74%
5,000 to 9,999	88.89%
1,000 to 4,999	96.15%
0 to 999	70.27%

SUPPLEMENTAL INSURANCE	
	Offer Supplemental Insurance
Overall %	59.14%
Over 30,000	83.33%
10,000 to 29,999	89.47%
5,000 to 9,999	100.00%
1,000 to 4,999	53.85%
0 to 999	30.30%

LONGEVITY PAY	
	Offer Retirement
Overall %	17.71%
Over 30,000	16.67%
10,000 to 29,999	52.63%
5,000 to 9,999	33.33%
1,000 to 4,999	4.00%
0 to 999	5.41%

MISCELLANEOUS BENEFITS											
	Offer Childcare Benefits	Offer Child Tuition Assistance	Offer Flexible Spending Accounts	Operate on Shifts	Offer Shift Differentials	Offer Stipends	Education Reimbursement	Education Obtainment	Performance Based Pay	Remote Work	Flexible Work Schedules
Overall %	1.04%	1.04%	14.58%	62.50%	15.79%	12.50%	11.46%	8.33%	11.58%	15.63%	27.08%
Over 30,000	0.00%	0.00%	50.00%	83.33%	16.67%	33.33%	83.33%	33.33%	16.67%	0.00%	33.33%
10,000 to 29,999	5.26%	5.26%	36.84%	100.00%	21.05%	31.58%	10.53%	26.32%	22.22%	26.32%	36.84%
5,000 to 9,999	0.00%	0.00%	0.00%	88.89%	11.11%	22.22%	0.00%	0.00%	11.11%	11.11%	22.22%
1,000 to 4,999	0.00%	0.00%	7.69%	80.77%	23.08%	7.69%	15.38%	3.85%	11.54%	15.38%	15.38%
0 to 999	0.00%	0.00%	5.56%	19.44%	8.57%	0.00%	0.00%	0.00%	5.56%	13.89%	30.56%

RECRUITMENT SUMMARY

	Do you feel it is difficult to attract applicants with the skills your municipal government needs?				
	Very Difficult	Somewhat Difficult	Neutral	Not Difficult	Very Easy
Overall %	22.34%	34.04%	31.91%	7.45%	4.26%
Over 30,000	0.00%	66.67%	33.33%	0.00%	0.00%
10,000 to 29,999	16.67%	16.67%	50.00%	11.11%	5.56%
5,000 to 9,999	12.50%	37.50%	37.50%	12.50%	0.00%
1,000 to 4,999	24.00%	36.00%	24.00%	8.00%	8.00%
0 to 999	29.73%	35.14%	27.03%	5.41%	2.70%

	What is the most common recruitment strategy to fill positions within your city?					
	Internal Postings	External Postings (City Website)	Ads Through 3rd Party Website	Ads Through Social Media Website	In-Person Application	Employee Referral
Overall %	8.28%	21.02%	10.83%	17.83%	30.57%	11.46%
Over 30,000	16.67%	50.00%	8.33%	8.33%	8.33%	8.33%
10,000 to 29,999	13.04%	28.26%	17.39%	17.39%	13.04%	10.87%
5,000 to 9,999	0.00%	21.43%	0.00%	21.43%	35.71%	21.43%
1,000 to 4,999	8.70%	19.57%	10.87%	23.91%	26.09%	10.87%
0 to 999	2.56%	5.13%	7.69%	12.82%	61.54%	10.26%

	Do you believe your municipality is able to pay what the labor market demands?				
	Very Difficult	Somewhat Difficult	Neutral	Not Difficult	Very Easy
Overall %	30.11%	39.78%	29.03%	1.08%	0.00%
Over 30,000	0.00%	33.33%	66.67%	0.00%	0.00%
10,000 to 29,999	38.89%	44.44%	16.67%	0.00%	0.00%
5,000 to 9,999	22.22%	33.33%	44.44%	0.00%	0.00%
1,000 to 4,999	24.00%	56.00%	16.00%	4.00%	0.00%
0 to 999	37.14%	28.57%	34.29%	0.00%	0.00%

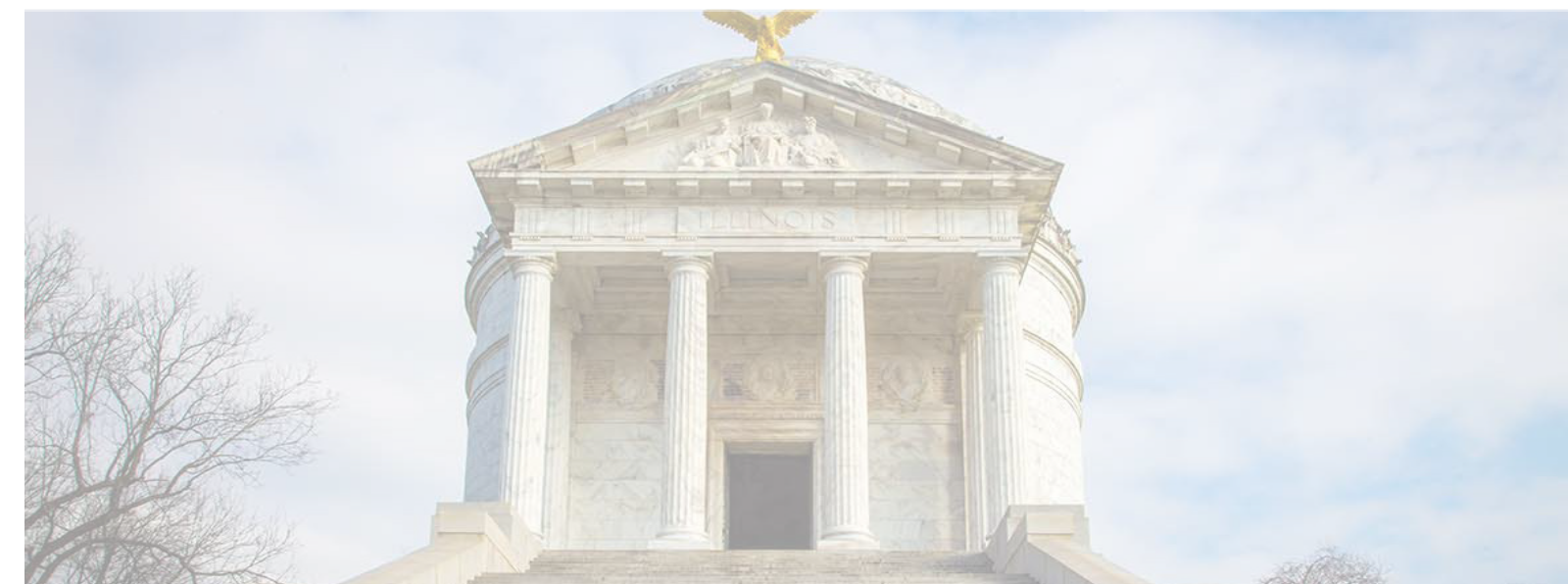
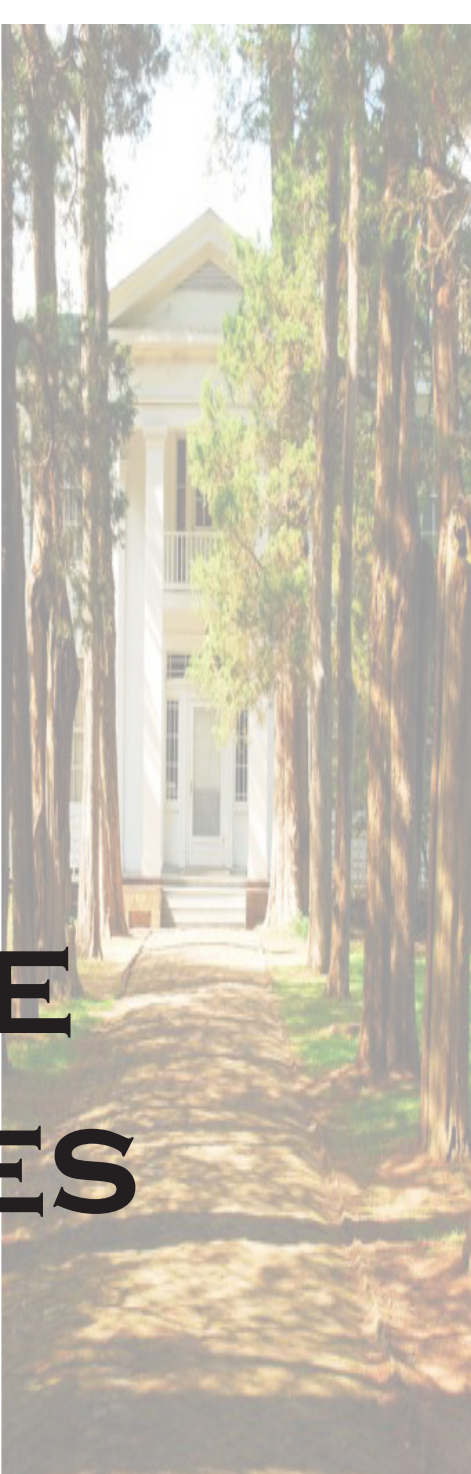
RETENTION SUMMARY

	Is it difficult to retain current employees with your municipality?				
	Very Difficult	Somewhat Difficult	Neutral	Not Difficult	Very Easy
Overall %	5.26%	29.47%	31.58%	27.37%	6.32%
Over 30,000	0.00%	16.67%	66.67%	16.67%	0.00%
10,000 to 29,999	16.67%	16.67%	27.78%	38.89%	0.00%
5,000 to 9,999	11.11%	22.22%	44.44%	22.22%	0.00%
1,000 to 4,999	3.85%	50.00%	19.23%	11.54%	15.38%
0 to 999	0.00%	25.00%	33.33%	36.11%	5.56%

	What is the top reason employees are resigning with your municiplaity?				
	Better Compensation	Career Change	Retirement	Opportunity with Another Public Employer	Opportunity with a Private Employer
Overall %	22.34%	34.04%	31.91%	7.45%	4.26%
Over 30,000	0.00%	66.67%	33.33%	0.00%	0.00%
10,000 to 29,999	16.67%	16.67%	50.00%	11.11%	5.56%
5,000 to 9,999	12.50%	37.50%	37.50%	12.50%	0.00%
1,000 to 4,999	24.00%	36.00%	24.00%	8.00%	8.00%
0 to 999	29.73%	35.14%	27.03%	5.41%	2.70%

	To what extent do you believe the total compensation rewards you offer your employees are competitive with the overall labor market?				
	Very Competitive	Somewhat Competitive	Neutral	Not Competitive	Very Uncompetitive
Overall %	6.59%	32.97%	30.77%	21.98%	3.30%
Over 30,000	0.00%	50.00%	50.00%	0.00%	0.00%
10,000 to 29,999	11.76%	35.29%	29.41%	23.53%	0.00%
5,000 to 9,999	12.50%	50.00%	37.50%	0.00%	0.00%
1,000 to 4,999	4.00%	48.00%	28.00%	16.00%	4.00%
0 to 999	6.06%	18.18%	33.33%	36.36%	6.06%

	To what extent do you believe the total compensation rewards you offer your employees are competitive with the overall labor market?				
	Very Competitive	Somewhat Competitive	Neutral	Not Competitive	Very Uncompetitive
Overall %	14.89%	28.72%	31.91%	3.19%	3.19%
Over 30,000	40.00%	40.00%	20.00%	0.00%	0.00%
10,000 to 29,999	35.29%	23.53%	23.53%	17.65%	0.00%
5,000 to 9,999	22.22%	33.33%	44.44%	0.00%	0.00%
1,000 to 4,999	11.54%	46.15%	23.08%	15.38%	3.85%
0 to 999	3.13%	18.75%	46.88%	25.00%	6.25%



PART-TIME RESPONSES

MEDICAL INSURANCE (ALPHABETICAL)

Municipality	Population	Offer Medical Insurance	How Many Offered?	How Many Enrolled?	Offer Spouses and Dependents	How Many Spouses and Dependents Enrolled?	Insurance Premiums Paid
Aberdeen	4,961	No			No		
Amory	6,666	Yes	15	0	Yes	0	100% Employee Paid
Arcola	304	No					
Batesville	7,523	No			No		
Bay Springs	1,670	Yes	2	0	Yes	0	Jointly Paid
Bay St. Louis	11,229	No					
Biloxi	49,449	No			No	0	
Blue Mountain	948	No					
Blue Springs	436	No			No		
Boyle	600	No					
Braxton	186	No			No		
Brookhaven	11,674	No			No		
Brooksville	915	No					
Bruce	1,707	No					
Byram	12,666	No					
Calhoun City	1,533	No					
Canton	10,948	No					
Carthage	4,901	No					
Cary	241	No					
Clarksdale	14,903	No			No		
Collins	2,342	No					
Columbus	24,084						
Corinth	14,622	No					
Crosby	302	No					
Crystal Springs	4,862	No					
Decatur	1,945	No					
DeKalb	836	No					
Derma	957	No			No		
Diamondhead	9,800	No					
D'Iberville	12,721	No					
D'Lo	373	No			No		
Dumas	471	No			No		
Edwards	995	No			No		
Ellisville	4,652	No			No		
Enterprise	496	No					
Eupora	2,152	Yes	18	18	Yes	0	100% Employer Paid

MEDICAL INSURANCE (ALPHABETICAL)

Municipality	Population	Offer Medical Insurance	How Many Offered?	How Many Enrolled?	Offer Spouses and Dependents	How Many Spouses and Dependents Enrolled?	Insurance Premiums Paid
Flora	1,647	No					
Florence	4,572	No					
Forest	5,430						
Fulton	4,542	No					
Gautier	19,024	No					
Georgetown	300	No					
Glen	382	No			No		
Gloster	897	No					
Golden	192	No					
Gulfport	72,926	Yes	5				
Hatley	495	No			No		
Hernando	17,138	No			No		
Horn Lake	27,000	No			No		
Jackson	153,701						
Jonestown	962	No					
Jumpertown	450	No					
Kosciusko	7,114	No			No		
Laurel	17,161	Yes	190	190	Yes		100% Employer Paid
Leakesville	3,775	Yes	4	4	Yes	1	100% Employer Paid
Learned	56	No			No		
Liberty	560	No					
Louisville	6,000	No					
Maben	771	No			No		
Magnolia	1,883	No			No		
Mantachie	1,121	No			No		
Marietta	256	No			No		
Meridian	35,052	No					
Moorhead	1,937	No			No		
Morgan City	207	No			No		
Natchez	14,520	No			No		
Nettleton	1,935	No			No		
New Albany	7,626	Yes	2		No		
New Augusta	554	No			No		
Newton	3,373	Yes	42	35	No		Jointly Paid
Noxapater	472	No			No		
Ocean Springs	18,429	No					

MEDICAL INSURANCE (ALPHABETICAL)

Municipality	Population	Offer Medical Insurance	How Many Offered?	How Many Enrolled?	Offer Spouses and Dependents	How Many Spouses and Dependents Enrolled?	Insurance Premiums Paid
Olive Branch	46,466	No					
Osyka	420	No			No		
Oxford	25,416	No			No		
Pascagoula	22,010	No					
Pearl	27,115	No					
Pelahatchie	1,272	No					
Petal	11,010	No					
Pittsboro	157	No			No		
Pontotoc	5,640	Yes	99	93	Yes	13	100% Employee Paid
Poplarville	2,833						
Prentiss	976	No			No		
Ripley	5,462	Yes	5	4	Yes	2	100% Employer Paid
Sardis	1,748	No	0	1	No		100% Employee Paid
Sebastopol	266	No					
Senatobia	8,354	No			No		
Sherman	850	No			No		
Sidon	311	No			No		100% Employee Paid
Smithville	717						
Southaven	54,648	No					
Starkville	24,360	No			No		
Stonewall	879	No					
Summit	1,505	No					
Sumrall	1,765	No					
Sylvarena	87	No					
Taylor	498	No					
Thaxton	692	No					
Tremont	467	No					
Tupelo	37,926	No					
Utica	636	No					
Verona	2,792	No					
Vicksburg	21,573	No					
Waveland	7,210	No					
Waynesboro	4,567	No					
Winstonville	153						

MEDICAL INSURANCE (POPULATION)

Municipality	Population	Offer Medical Insurance	How Many Offered?	How Many Enrolled?	Offer Spouses and Dependents	How Many Spouses and Dependents Enrolled?	Insurance Premiums Paid
Jackson	153,701						
Gulfport	72,926	Yes	5				
Southaven	54,648	No					
Biloxi	49,449	No			No		
Olive Branch	46,466	No					
Tupelo	37,926	No					
Meridian	35,052	No					
Pearl	27,115	No					
Horn Lake	27,000	No			No		
Oxford	25,416	No			No		
Starkville	24,360	No			No		
Columbus	24,084						
Pascagoula	22,010	No					
Vicksburg	21,573	No					
Gautier	19,024	No					
Ocean Springs	18,429	No					
Laurel	17,161	Yes	190	190	Yes		100% Employer Paid
Hernando	17,138	No			No		
Clarksdale	14,903	No			No		
Corinth	14,622	No					
Natchez	14,520	No			No		
D'Iberville	12,721	No					
Byram	12,666	No					
Brookhaven	11,674	No			No		
Bay St. Louis	11,229	No					
Petal	11,010	No					
Canton	10,948	No					
Diamondhead	9,800	No					
Senatobia	8,354	No			No		
New Albany	7,626	No	2		No		
Batesville	7,523	No			No		
Waveland	7,210	No					
Kosciusko	7,114	No			No		
Amory	6,666	Yes	15	0	Yes	0	100% Employee Paid
Louisville	6,000	No					
Pontotoc	5,640	Yes	99	93	Yes	13	100% Employee Paid

MEDICAL INSURANCE (POPULATION)

Municipality	Population	Offer Medical Insurance	How Many Offered?	How Many Enrolled?	Offer Spouses and Dependents	How Many Spouses and Dependents Enrolled?	Insurance Premiums Paid
Ripley	5,462	No	5	4	Yes	2	100% Employer Paid
Forest	5,430						
Aberdeen	4,961						
Carthage	4,901	No					
Crystal Springs	4,862	No					
Ellisville	4,652	No			No		
Florence	4,572	No					
Waynesboro	4,567	No					
Fulton	4,542	No					
Leakesville	3,775	Yes	4	4	Yes	1	100% Employer Paid
Newton	3,373	Yes	42	35	No		Jointly Paid
Poplarville	2,833						
Verona	2,792	No					
Collins	2,342	No					
Eupora	2152	Yes	18	18	Yes	0	100% Employer Paid
Decatur	1,945	No					
Moorhead	1,937	No			No		
Nettleton	1,935	No			No		
Magnolia	1,883	No			No		
Sumrall	1,765	No					
Sardis	1,748	No	0	1	No		100% Employee Paid
Bruce	1,707	No					
Bay Springs	1,670	Yes	2	0	Yes	0	Jointly Paid
Flora	1,647	No					
Calhoun City	1,533	No					
Summit	1,505	No			No		
Pelahatchie	1,272	No					
Mantachie	1,121	No			No		
Edwards	995	No			No		
Prentiss	976	No			No		
Jonestown	962	No					
Derma	957	No			No		
Blue Mountain	948	No					
Brooksville	915	No					
Gloster	897	No					
Stonewall	879	No					

MEDICAL INSURANCE (POPULATION)

Municipality	Population	Offer Medical Insurance	How Many Offered?	How Many Enrolled?	Offer Spouses and Dependents	How Many Spouses and Dependents Enrolled?	Insurance Premiums Paid
Sherman	850	No			No		
DeKalb	836	No					
Maben	771	No			No		
Smithville	717						
Thaxton	692	No					
Utica	636	No					
Boyle	600	No					
Liberty	560	No					
New Augusta	554	No			No		
Taylor	498	No					
Enterprise	496	No					
Hatley	495	No			No		
Noxapater	472	No			No		
Dumas	471	No			No		
Tremont	467	No					
Blue Springs	436	No			No		
Jumpertown	450	No					
Osyka	420	No			No		
Glen	382	No			No		
D'Lo	373	No			No		
Sidon	311	No			No		100% Employee Paid
Arcola	304	No					
Crosby	302	No					
Georgetown	300	No					
Sebastopol	266	No					
Marietta	256	No			No		
Cary	241	No					
Morgan City	207	No			No		
Golden	192	No					
Braxton	186	No			No		
Pittsboro	157	No			No		
Winstonville	153						
Sylvarena	87	No			No		
Learned	56	No			No		

DENTAL INSURANCE (ALPHABETICAL)

Municipality	Population	Offer Dental Insurance	How Many Offered?	How Many Enrolled?	Offer Spouses and Dependents	How Many Spouses and Dependents Enrolled?	Insurance Premiums Paid
Aberdeen	4,961	No			No		
Amory	6,666	No			No		
Arcola	304	No					
Batesville	7,523	No			No		
Bay Springs	1,670	Yes	2	0	Yes	0	Jointly Paid
Bay St. Louis	11,229	No					
Biloxi	49,449	No			No		
Blue Mountain	948	No					
Blue Springs	436	No			No		
Boyle	600	Yes	11	0	Yes	0	100% Employee Paid
Braxton	186	No			No		
Brookhaven	11,674	No			No		
Brooksville	915	No					
Bruce	1,707	No					
Byram	12,666	No					
Calhoun City	1,533	No					
Canton	10,948	No					
Carthage	4,901	No					
Cary	241	No					
Clarksdale	14,903	No			No		
Collins	2,342	No					
Columbus	24,084						
Corinth	14,622	No					
Crosby	302	No					
Crystal Springs	4,862	No					
Decatur	1,945	No					
DeKalb	836	No					
Derma	957	No			No		
Diamondhead	9,800	No					
D'Iberville	12,721	No					
D'Lo	373	No			No		
Dumas	471	No			No		
Edwards	995	No			No		
Ellisville	4,652	No			No		
Enterprise	496	No					
Eupora	2,152	No			No		

DENTAL INSURANCE (ALPHABETICAL)

Municipality	Population	Offer Dental Insurance	How Many Offered?	How Many Enrolled?	Offer Spouses and Dependents	How Many Spouses and Dependents Enrolled?	Insurance Premiums Paid
Flora	1,647	No					
Florence	4,572	No					
Forest	5,430						
Fulton	4,542	No					
Gautier	19,024	No					
Georgetown	300	No					
Glen	382	No			No		
Gloster	897	No					
Golden	192						
Gulfport	72,926	Yes	5		Yes		Jointly Paid
Hatley	495	No			No		
Hernando	17,138	No			No		
Horn Lake	27,000	No			No		
Jackson	153,701						
Jonestown	962	No					
Jumpertown	450	No					
Kosciusko	7,114	No			No		
Laurel	17,161	Yes	190	165	Yes		100% Employee Paid
Leakesville	3,775	No			No		
Learned	56	No			No		
Liberty	560	No					
Louisville	6,000	No					
Maben	771	No			No		
Magnolia	1,883	No			No		
Mantachie	1,121	No			No		
Marietta	256	No			No		
Meridian	35,052	No					
Moorhead	1,937	Yes	0	4	Yes	4	100% Employer Paid
Morgan City	207	No			No		
Natchez	14,520	No			No		
Nettleton	1,935	No			No		
New Albany	7,626	No			No		
New Augusta	554	No			No		
Newton	3,373	Yes	42	35	No		Jointly Paid
Noxapater	472	No			No		
Ocean Springs	18,429	No					

DENTAL INSURANCE (ALPHABETICAL)

Municipality	Population	Offer Dental Insurance	How Many Offered?	How Many Enrolled?	Offer Spouses and Dependents	How Many Spouses and Dependents Enrolled?	Insurance Premiums Paid
Olive Branch	46,466	No					
Osyka	420	No			No		100% Employee Paid
Oxford	25,416	No			No		
Pascagoula	22,010	No					
Pearl	27,115	No					
Pelahatchie	1,272	No					
Petal	11,010	No					
Pittsboro	157	No			No		
Pontotoc	5,640	Yes	99	82	Yes	28	100% Employee Paid
Poplarville	2,833						
Prentiss	976	No			No		
Ripley	5,462	Yes	5	5	Yes	2	100% Employer Paid
Sardis	1,748	No	0	1	No		100% Employee Paid
Sebastopol	266	No					
Senatobia	8,354	No			No		
Sherman	850	No			No		
Sidon	311	No					100% Employee Paid
Smithville	717						
Southaven	54,648	No					
Starkville	24,360	No			No		
Stonewall	879	No					
Summit	1,505	No			No		
Sumrall	1,765	No					
Sylvarena	87	No			No		
Taylor	498	No					
Thaxton	692	No					
Tremont	467	No					
Tupelo	37,926	No					
Utica	636	No					
Verona	2,792	No					
Vicksburg	21,573	No					
Waveland	7,210	No					
Waynesboro	4,567	No					
Winstonville	153						

DENTAL INSURANCE (POPULATION)

Municipality	Population	Offer Dental Insurance	How Many Offered?	How Many Enrolled?	Offer Spouses and Dependents	How Many Spouses and Dependents Enrolled?	Insurance Premiums Paid
Jackson	153,701						
Gulfport	72,926	Yes	5		Yes		Jointly Paid
Southaven	54,648	No					
Biloxi	49,449	No			No		
Olive Branch	46,466	No					
Tupelo	37,926	No					
Meridian	35,052	No					
Pearl	27,115	No					
Horn Lake	27,000	No			No		
Oxford	25,416	No			No		
Starkville	24,360	No			No		
Columbus	24,084						
Pascagoula	22,010	No					
Vicksburg	21,573	No					
Gautier	19,024	No					
Ocean Springs	18,429	No					
Laurel	17,161	Yes	190	165	Yes		100% Employee Paid
Hernando	17,138	No			No		
Clarksdale	14,903	No			No		
Corinth	14,622	No					
Natchez	14,520	No			No		
D'Iberville	12,721	No					
Byram	12,666	No					
Brookhaven	11,674	No			No		
Bay St. Louis	11,229	No					
Petal	11,010	No					
Canton	10,948	No					
Diamondhead	9,800	No					
Senatobia	8,354	No			No		
New Albany	7,626	No			No		
Batesville	7,523	No			No		
Waveland	7,210	No					
Kosciusko	7,114	No			No		
Amory	6,666	No			No		
Louisville	6,000	No					
Pontotoc	5,640	Yes	99	82	Yes	28	100% Employee Paid

DENTAL INSURANCE (POPULATION)

Municipality	Population	Offer Dental Insurance	How Many Offered?	How Many Enrolled?	Offer Spouses and Dependents	How Many Spouses and Dependents Enrolled?	Insurance Premiums Paid
Ripley	5,462	Yes	5	5	Yes	2	100% Employer Paid
Forest	5,430						
Aberdeen	4,961	No					
Carthage	4,901	No					
Crystal Springs	4,862	No					
Ellisville	4,652	No			No		
Florence	4,572	No					
Waynesboro	4,567	No					
Fulton	4,542	No					
Leakesville	3,775	No			No		
Newton	3,373	Yes	42	35	No		Jointly Paid
Poplarville	2,833						
Verona	2,792	No					
Collins	2,342	No					
Eupora	2152	No			No		
Decatur	1,945	No					
Moorhead	1,937	Yes	0	4	Yes	4	100% Employer Paid
Nettleton	1,935	No			No		
Magnolia	1,883	No			No		
Sumrall	1,765	No					
Sardis	1,748	No	0	1	No		100% Employee Paid
Bruce	1,707	No					
Bay Springs	1,670	Yes	2	0	Yes	0	Jointly Paid
Flora	1,647	No					
Calhoun City	1,533	No					
Summit	1,505	No			No		
Pelahatchie	1,272	No					
Mantachie	1,121	No			No		
Edwards	995	No			No		
Prentiss	976	No			No		
Jonestown	962	No					
Derma	957	No			No		
Blue Mountain	948	No					
Brooksville	915	No					
Gloster	897	No					
Stonewall	879	No					

DENTAL INSURANCE (POPULATION)

Municipality	Population	Offer Dental Insurance	How Many Offered?	How Many Enrolled?	Offer Spouses and Dependents	How Many Spouses and Dependents Enrolled?	Insurance Premiums Paid
Sherman	850	No			No		
DeKalb	836	No					
Maben	771	No			No		
Smithville	717						
Thaxton	692	No					
Utica	636	No					
Boyle	600	Yes	11	0	Yes	0	100% Employee Paid
Liberty	560	No					
New Augusta	554	No			No		
Taylor	498	No					
Enterprise	496	No					
Hatley	495	No			No		
Noxapater	472	No			No		
Dumas	471	No			No		
Tremont	467	No					
Blue Springs	436	No			No		
Jumpertown	450	No					
Osyka	420	No			No		100% Employee Paid
Glen	382	No			No		
D'Lo	373	No			No		
Sidon	311	No			No		100% Employee Paid
Arcola	304	No					
Crosby	302	No					
Georgetown	300	No					
Sebastopol	266	No					
Marietta	256	No			No		
Cary	241	No					
Morgan City	207	No			No		
Golden	192						
Braxton	186	No			No		
Pittsboro	157	No			No		
Winstonville	153						
Sylvarena	87	No			No		
Learned	56	No			No		

VISION INSURANCE (ALPHABETICAL)

Municipality	Population	Offer Vision Insurance	How Many Offered?	How Many Enrolled?	Offer Spouses and Dependents	How Many Spouses and Dependents Enrolled?	Insurance Premiums Paid
Aberdeen	4,961	No			No		
Amory	6,666	No			No		
Arcola	304	No					
Batesville	7,523	No			No		
Bay Springs	1,670	Yes	2	0	Yes	0	100% Employee Paid
Bay St. Louis	11,229	No					
Biloxi	49,449	No			No		
Blue Mountain	948	No					
Blue Springs	436	No			No		
Boyle	600	Yes	11	0	Yes	0	100% Employee Paid
Braxton	186	No			No		
Brookhaven	11,674	No			No		
Brooksville	915	No					
Bruce	1,707	No					
Byram	12,666	No					
Calhoun City	1,533	No					
Canton	10,948	No					
Carthage	4,901	No					
Cary	241	No					
Clarksdale	14,903	No			No		
Collins	2,342	No					
Columbus	24,084						
Corinth	14,622	No					
Crosby	302	No					
Crystal Springs	4,862	No					
Decatur	1,945	No					
DeKalb	836	No					
Derma	957	No			No		
Diamondhead	9,800	No					
D'Iberville	12,721	No					
D'Lo	373	No			No		
Dumas	471	No			No		
Edwards	995	No			No		
Ellisville	4,652	No			No		
Enterprise	496	No					
Eupora	2,152	No			No		

VISION INSURANCE (ALPHABETICAL)

Municipality	Population	Offer Vision Insurance	How Many Offered?	How Many Enrolled?	Offer Spouses and Dependents	How Many Spouses and Dependents Enrolled?	Insurance Premiums Paid
Flora	1,647	No					
Florence	4,572	No					
Forest	5,430						
Fulton	4,542	No					
Gautier	19,024	No					
Georgetown	300	No					
Glen	382	No			No		
Gloster	897	No					
Golden	192	No					
Gulfport	72,926	Yes	5		Yes		Jointly Paid
Hatley	495	No			No		
Hernando	17,138	No			No		
Horn Lake	27,000	No			No		
Jackson	153,701						
Jonestown	962	No					
Jumpertown	450	No					
Kosciusko	7,114	No			No		
Laurel	17,161	Yes	190	157	Yes		100% Employee Paid
Leakesville	3,775	No			No		
Learned	56	No			No		
Liberty	560	No					
Louisville	6,000	No					
Maben	771	No			No		
Magnolia	1,883	No			No		
Mantachie	1,121	No			No		
Marietta	256	No					
Meridian	35,052	No					
Moorhead	1,937	Yes	0	4	Yes	4	100% Employer Paid
Morgan City	207	No			No		
Natchez	14,520	No			No		
Nettleton	1,935	No			No		
New Albany	7,626	No			No		
New Augusta	554	No			No		
Newton	3,373	No			No		
Noxapater	472	No			Yes		
Ocean Springs	18,429	No					

VISION INSURANCE (ALPHABETICAL)

Municipality	Population	Offer Vision Insurance	How Many Offered?	How Many Enrolled?	Offer Spouses and Dependents	How Many Spouses and Dependents Enrolled?	Insurance Premiums Paid
Olive Branch	46,466	No					
Osyka	420	No			No		100% Employee Paid
Oxford	25,416	No			No		
Pascagoula	22,010	No					
Pearl	27,115	No					
Pelahatchie	1,272						
Petal	11,010	No					
Pittsboro	157	No			No		
Pontotoc	5,640	Yes	99	75	Yes	30	100% Employee Paid
Poplarville	2,833						
Prentiss	976	No			No		
Ripley	5,462	Yes	5	4	Yes	1	100% Employer Paid
Sardis	1,748	No	0	1	No		100% Employee Paid
Sebastopol	266	No					
Senatobia	8,354	No			No		
Sherman	850	No			No		
Sidon	311	No			No		100% Employee Paid
Smithville	717						
Southaven	54,648	No					
Starkville	24,360	No			No		
Stonewall	879	No					
Summit	1,505	No			No		
Sumrall	1,765	No					
Sylvarena	87	No			No		
Taylor	498	No					
Thaxton	692	No					
Tremont	467	No					
Tupelo	37,926	No					
Utica	636	No					
Verona	2,792	No					
Vicksburg	21,573	No					
Waveland	7,210	No					
Waynesboro	4,567	No					
Winstonville	153						

VISION INSURANCE (POPULATION)

Municipality	Population	Offer Vision Insurance	How Many Offered?	How Many Enrolled?	Offer Spouses and Dependents	How Many Spouses and Dependents Enrolled?	Insurance Premiums Paid
Jackson	153,701						
Gulfport	72,926	Yes	5		Yes		Jointly Paid
Southaven	54,648	No					
Biloxi	49,449	No			No		
Olive Branch	46,466	No					
Tupelo	37,926	No					
Meridian	35,052	No					
Pearl	27,115	No					
Horn Lake	27,000	No			No		
Oxford	25,416	No			No		
Starkville	24,360	No			No		
Columbus	24,084						
Pascagoula	22,010	No					
Vicksburg	21,573	No					
Gautier	19,024	No					
Ocean Springs	18,429	No					
Laurel	17,161	Yes	190	157	Yes		100% Employee Paid
Hernando	17,138	No			No		
Clarksdale	14,903	No			No		
Corinth	14,622	No					
Natchez	14,520	No			No		
D'Iberville	12,721	No					
Byram	12,666	No					
Brookhaven	11,674	No			No		
Bay St. Louis	11,229	No					
Petal	11,010	No					
Canton	10,948	No					
Diamondhead	9,800	No					
Senatobia	8,354	No			No		
New Albany	7,626	No			No		
Batesville	7,523	No			No		
Waveland	7,210	No					
Kosciusko	7,114	No			No		
Amory	6,666	No			No		
Louisville	6,000	No					
Pontotoc	5,640	Yes	99	75	Yes	30	100% Employee Paid

VISION INSURANCE (POPULATION)

Municipality	Population	Offer Vision Insurance	How Many Offered?	How Many Enrolled?	Offer Spouses and Dependents	How Many Spouses and Dependents Enrolled?	Insurance Premiums Paid
Ripley	5,462	Yes	5	4	Yes	1	100% Employer Paid
Forest	5,430						
Aberdeen	4,961	No			No		
Carthage	4,901	No					
Crystal Springs	4,862	No					
Ellisville	4,652	No			No		
Florence	4,572	No					
Waynesboro	4,567	No					
Fulton	4,542	No					
Leakesville	3,775	No			No		
Newton	3,373	No			No		
Poplarville	2,833						
Verona	2,792	No					
Collins	2,342	No					
Eupora	2152	No			No		
Decatur	1,945	No					
Moorhead	1,937	Yes	0	4	Yes	4	100% Employer Paid
Nettleton	1,935	No			No		
Magnolia	1,883	No			No		
Sumrall	1,765	No					
Sardis	1,748	No	0	1	No		100% Employee Paid
Bruce	1,707	No					
Bay Springs	1,670	Yes	2	0	Yes	0	100% Employee Paid
Flora	1,647	No					
Calhoun City	1,533	No					
Summit	1,505	No			No		
Pelahatchie	1,272						
Mantachie	1,121	No			No		
Edwards	995	No			No		
Prentiss	976	No			No		
Jonestown	962	No					
Derma	957	No			No		
Blue Mountain	948	No					
Brooksville	915	No					
Gloster	897	No					
Stonewall	879	No					

VISION INSURANCE (POPULATION)

Municipality	Population	Offer Vision Insurance	How Many Offered?	How Many Enrolled?	Offer Spouses and Dependents	How Many Spouses and Dependents Enrolled?	Insurance Premiums Paid
Sherman	850	No			No		
DeKalb	836	No					
Maben	771	No			No		
Smithville	717						
Thaxton	692	No					
Utica	636	No					
Boyle	600	Yes	11	0	Yes	0	100% Employee Paid
Liberty	560	No					
New Augusta	554	No			No		
Taylor	498	No					
Enterprise	496	No					
Hatley	495	No			No		
Noxapater	472	No			No		
Dumas	471	No			No		
Tremont	467	No					
Blue Springs	436	No			No		
Jumpertown	450	No					
Osyka	420	No			No		100% Employee Paid
Glen	382	No			No		
D'Lo	373	No			No		
Sidon	311	No			No		100% Employee Paid
Arcola	304	No					
Crosby	302	No					
Georgetown	300	No					
Sebastopol	266	No					
Marietta	256	No			No		
Cary	241	No					
Morgan City	207	No			No		
Golden	192						
Braxton	186	No			No		
Pittsboro	157	No			No		
Winstonville	153						
Sylvarena	87	No			No		
Learned	56	No			No		

DISABILITY INSURANCE (ALPHABETICAL)

Municipality	Population	Short Term Disability Insurance Full-Time				Long Term Disability Full-Time			
		Offer Short Term Disability	How Many Offered?	How Many Enrolled?	Insurance Premiums Paid	Offer Long Term Disability	How Many Offered?	How Many Enrolled?	Insurance Premiums Paid
Aberdeen	4,961	No				No			
Amory	6,666	No				No			
Arcola	304	No				No			
Batesville	7,523	Yes	2	1	100% Employee Paid	No			
Bay Springs	1,670	No				No			
Bay St. Louis	11,229	No				No			
Biloxi	49,449	No				No			
Blue Mountain	948	No				No			
Blue Springs	436	No				No			
Boyle	600	Yes				No			
Braxton	186	No				No			
Brookhaven	11,674	No				No			
Brooksville	915	No				No			
Bruce	1,707	No				No			
Byram	12,666	Yes	3	0	100% Employee Paid	Yes	7	0	
Calhoun City	1,533	No				No			
Canton	10,948	No				No			
Carthage	4,901	No				No			
Cary	241	No				No			
Clarksdale	14,903	No				No			
Collins	2,342								
Columbus	24,084	No				No			
Corinth	14,622	No				No			
Crosby	302	No				No			
Crystal Springs	4,862	No				No			
Decatur	1,945	No				No			
DeKalb	836	No				No			
Derma	957	No				No			
Diamondhead	9,800	No				No			
D'Iberville	12,721	No				No			
D'Lo	373								
Dumas	471	No				No			
Edwards	995	No				No			
Ellisville	4,652	No				No			
Enterprise	496	No				No			
Eupora	2,152	No				No			

DISABILITY INSURANCE (ALPHABETICAL)

Municipality	Population	Short Term Disability Insurance Full-Time				Long Term Disability Full-Time			
		Offer Short Term Disability	How Many Offered?	How Many Enrolled?	Insurance Premiums Paid	Offer Long Term Disability	How Many Offered?	How Many Enrolled?	Insurance Premiums Paid
Flora	1,647	No				No			
Florence	4,572	No				No			
Forest	5,430								
Fulton	4,542	No				No			
Gautier	19,024	No				No			
Georgetown	300					No			
Glen	382	Yes			100% Employee Paid	Yes			100% Employee Paid
Gloster	897	No				No			
Golden	192	Yes		5	Jointly Paid	Yes		5	
Gulfport	72,926	No				No			
Hatley	495	No				No			
Hernando	17,138	No				No			
Horn Lake	27,000								
Jackson	153,701	No				No			
Jonestown	962	No				No			
Jumpertown	450	No				No			
Kosciusko	7,114	No				No			
Laurel	17,161	Yes		3		No			
Leakesville	3,775	No				No			
Learned	56	No				No			
Liberty	560	No				No			
Louisville	6,000	No				No			
Maben	771	No				No			
Magnolia	1,883	No				No			
Mantachie	1,121	No				No			
Marietta	256	No				No			
Meridian	35,052	No				No			
Moorhead	1,937	No				No			
Morgan City	207	No				No			
Natchez	14,520	No				No			
Nettleton	1,935	No				No			
New Albany	7,626	No				No			
New Augusta	554	No				No			
Newton	3,373	No				No			
Noxapater	472	No				No			
Ocean Springs	18,429	No				No			

DISABILITY INSURANCE (ALPHABETICAL)

Municipality	Population	Short Term Disability Insurance Full-Time				Long Term Disability Full-Time			
		Offer Short Term Disability	How Many Offered?	How Many Enrolled?	Insurance Premiums Paid	Offer Long Term Disability	How Many Offered?	How Many Enrolled?	Insurance Premiums Paid
Olive Branch	46,466	No				No			
Osyka	420	No				No			
Oxford	25,416	No				No			
Pascagoula	22,010	No				No			
Pearl	27,115	No				No			
Pelahatchie	1,272								
Petal	11,010	No				No			
Pittsboro	157	No				No			
Pontotoc	5,640	No				No			
Poplarville	2,833	No				No			
Prentiss	976	No				No			
Ripley	5,462	Yes	5	0		No			
Sardis	1,748	No				No			
Sebastopol	266	No				No			
Senatobia	8,354	No				No			
Sherman	850	No				No			
Sidon	311	No			100% Employee Paid	No			100% Employee Paid
Smithville	717								
Southaven	54,648	No				No			
Starkville	24,360	No				No			
Stonewall	879	No				No			
Summit	1,505	No				No			
Sumrall	1,765	Yes	7	0		Yes	7	0	100% Employee Paid
Sylvarena	87	No				No			
Taylor	498	No				No			
Thaxton	692	No				No			
Tremont	467	No				No			
Tupelo	37,926	No				No			
Utica	636	No				No			
Verona	2,792	No				No			
Vicksburg	21,573	No				No			
Waveland	7,210	No				No			
Waynesboro	4,567	No				No			
Winstonville	153								

DISABILITY INSURANCE (POPULATION)

Municipality	Population	Short Term Disability Insurance Full-Time				Long Term Disability Full-Time			
		Offer Short Term Disability	How Many Offered?	How Many Enrolled?	Insurance Premiums Paid	Offer Long Term Disability	How Many Offered?	How Many Enrolled?	Insurance Premiums Paid
Jackson	153,701								
Gulfport	72,926	Yes	5		Jointly Paid	Yes	5		
Southaven	54,648	No				No			
Biloxi	49,449	No				No			
Olive Branch	46,466	No				No			
Tupelo	37,926	No				No			
Meridian	35,052	No				No			
Pearl	27,115	No				No			
Horn Lake	27,000	No				No			
Oxford	25,416	No				No			
Starkville	24,360	No				No			
Columbus	24,084								
Pascagoula	22,010	No				No			
Vicksburg	21,573	No				No			
Gautier	19,024	No				No			
Ocean Springs	18,429	No				No			
Laurel	17,161	No				No			
Hernando	17,138	No				No			
Clarksdale	14,903	No				No			
Corinth	14,622	No				No			
Natchez	14,520	No				No			
D'Iberville	12,721	No				No			
Byram	12,666	No				No			
Brookhaven	11,674	No				No			
Bay St. Louis	11,229	No				No			
Petal	11,010	No				No			
Canton	10,948	No				No			
Diamondhead	9,800	No				No			
Senatobia	8,354	No				No			
New Albany	7,626	No				No			
Batesville	7,523	No				No			
Waveland	7,210	No				No			
Kosciusko	7,114	No				No			
Amory	6,666	No				No			
Louisville	6,000	No				No			
Pontotoc	5,640	No				No			

DISABILITY INSURANCE (POPULATION)

Municipality	Population	Short Term Disability Insurance Full-Time				Long Term Disability Full-Time			
		Offer Short Term Disability	How Many Offered?	How Many Enrolled?	Insurance Premiums Paid	Offer Long Term Disability	How Many Offered?	How Many Enrolled?	Insurance Premiums Paid
Ripley	5,462	Yes	5	0		No			
Forest	5,430								
Aberdeen	4,961	No				No			
Carthage	4,901	No				No			
Crystal Springs	4,862	No				No			
Ellisville	4,652	No				No			
Florence	4,572	No				No			
Waynesboro	4,567	No				No			
Fulton	4,542	No				No			
Leakesville	3,775	No				No			
Newton	3,373	No				No			
Poplarville	2,833	No				No			
Verona	2,792	No				No			
Collins	2,342	No				No			
Eupora	2,152	No				No			
Decatur	1,945	No				No			
Moorhead	1,937	No				No			
Nettleton	1,935	No				No			
Magnolia	1,883	No				No			
Sumrall	1,765	Yes	7	0		Yes	7	0	100% Employee Paid
Sardis	1,748	No				No			
Bruce	1,707	No				No			
Bay Springs	1,670	Yes	2	1	100% Employee Paid	No			
Flora	1,647	No				No			
Calhoun City	1,533	Yes	3	0	100% Employee Paid	Yes	7	0	
Summit	1,505	No				No			
Pelahatchie	1,272								
Mantachie	1,121	No				No			
Edwards	995	No				No			
Prentiss	976	No				No			
Jonestown	962	No				No			
Derma	957	No				No			
Blue Mountain	948	No				No			
Brooksville	915	No				No			
Gloster	897	Yes			100% Employee Paid	Yes			100% Employee Paid
Stonewall	879	No				No			

DISABILITY INSURANCE (POPULATION)

Municipality	Population	Short Term Disability Insurance Full-Time				Long Term Disability Full-Time			
		Offer Short Term Disability	How Many Offered?	How Many Enrolled?	Insurance Premiums Paid	Offer Long Term Disability	How Many Offered?	How Many Enrolled?	Insurance Premiums Paid
Sherman	850	No				No			
DeKalb	836	No				No			
Maben	771	No				No			
Smithville	717								
Thaxton	692	No				No			
Utica	636	No				No			
Boyle	600	No				No			
Liberty	560	No				No			
New Augusta	554	No				No			
Taylor	498	No				No			
Enterprise	496	No				No			
Hatley	495	No				No			
Noxapater	472	No				No			
Dumas	471								
Tremont	467	No				No			
Blue Springs	436	No				No			
Jumpertown	450	No				No			
Osyka	420	No			100% Employee Paid	No			
Glen	382	No				No			
D'Lo	373	No				No			
Sidon	311	No			100% Employee Paid	No			
Arcola	304								
Crosby	302	No				No			
Georgetown	300	No				No			
Sebastopol	266	No				No			
Marietta	256	No				No			
Cary	241	No				No			
Morgan City	207	No				No			
Golden	192	No				No			
Braxton	186	No				No			
Pittsboro	157	No				No			
Winstonville	153								
Sylvarena	87	No				No			
Learned	56	No				No			

PAID LEAVE (ALPHABETICAL)

Municipality	Population	Paid Personal Leave Full-Time				Paid Vacation Leave Full-Time				Paid Sick Leave Full-Time				Paid Holidays Full-Time	
		Offer Paid Personal Leave	Number of Days Offered			Offer Paid Vacation Leave	Number of Days Offered			Offer Paid Sick Leave	Number of Days Offered			Offer Paid Holidays	Number of Days Offered
			1 Year	4 Years	10 Years		1 Year	4 Years	10 Years		1 Year	4 Years	10 Years		
Aberdeen	4,961	No				No				No				No	
Amory	6,666	No				No				No				No	0
Arcola	304	No				No				No				No	
Batesville	7,523	No				No				No				No	
Bay Springs	1,670	Yes				Yes				No				Yes	10
Bay St. Louis	11,229	No				No				No				No	
Biloxi	49,449	No				Yes	9	10.5	12	Yes	6	6	6	Yes	13
Blue Mountain	948	No				No				No				No	
Blue Springs	436	No				No				No				No	
Boyle	600	No				No				No				No	
Braxton	186	Yes	5	10	10										
Brookhaven	11,674	Yes	2.5	2.5	2.5	Yes	2.5	2.5	2.5	Yes	2.5	2.5	2.5	Yes	10
Brooksville	915	No				No				No				No	
Bruce	1,707	No				No				No				No	
Byram	12,666	No				No				No				No	
Calhoun City	1,533	No				No				No				No	
Canton	10,948	No				No				No				No	
Carthage	4,901	No				No				No				No	
Cary	241	No				No				No				No	
Clarksdale	14,903	No				No				No				No	
Collins	2,342	No				No				No				No	
Columbus	24,084														
Corinth	14,622	No				No				No				No	
Crosby	302	No				No				No				No	
Crystal Springs	4,862	No				No				No				No	
Decatur	1,945	No				No				No				No	
DeKalb	836	No				No				No				No	
Derma	957	Yes	12	12	12	No				No				No	
Diamondhead	9,800	No				No				No				No	
D'Iberville	12,721	No				No				No				No	
D'Lo	373	No				No				No				Yes	10
Dumas	471														
Edwards	995	No				No				No				No	
Ellisville	4,652	No				No				No				No	
Enterprise	496	No				No				No				No	
Eupora	2,152	Yes	5	5	5	Yes	5	5	5	Yes	5.0	5.0	5.0	No	

PAID LEAVE (ALPHABETICAL)

Municipality	Population	Paid Personal Leave Full-Time				Paid Vacation Leave Full-Time				Paid Sick Leave Full-Time				Paid Holidays Full-Time	
		Offer Paid Personal Leave	Number of Days Offered			Offer Paid Vacation Leave	Number of Days Offered			Offer Paid Sick Leave	Number of Days Offered			Offer Paid Holidays	Number of Days Offered
			1 Year	4 Years	10 Years		1 Year	4 Years	10 Years		1 Year	4 Years	10 Years		
Flora	1,647	No				No				No				No	
Florence	4,572	No				No				No				No	
Forest	5,430														
Fulton	4,542	No				No				No				No	
Gautier	19,024	No				No				No				No	
Georgetown	300	No				No				No				Yes	10
Glen	382	No				No				No				No	
Gloster	897	No				No				No				No	
Golden	192	No				No				No				No	
Gulfport	72,926	No				Yes	9	10.5	12	Yes	6	5	2.5	Yes	10
Hatley	495	Yes	5	5	5	No				No				No	
Hernando	17,138	No				No				No				No	
Horn Lake	27,000					No				No				No	
Jackson	153,701														
Jonestown	962	No				No				No				No	
Jumpertown	450	No				No				No				No	
Kosciusko	7,114	No				No				No				No	
Laurel	17,161	No				No				No				No	
Leakesville	3,775	Yes				No				No				No	
Learned	56	No				No				No				No	
Liberty	560	No				No				No				No	
Louisville	6,000	No				No				No				No	
Maben	771	No												No	
Magnolia	1,883	No				No				No				No	
Mantachie	1,121	No				No				No				No	
Marietta	256	No				Yes	5	10	10	No				No	
Meridian	35,052	No				No				No				No	
Moorhead	1,937	Yes	0	0	0	Yes	0	0	0	Yes	0	0	0	Yes	15
Morgan City	207	No				No				No				No	
Natchez	14,520	No				No				No				No	
Nettleton	1,935	No				No				No				No	
New Albany	7,626	No				No				No				No	
New Augusta	554	No				No				No				No	
Newton	3,373	No				No				No				No	
Noxapater	472	No				No				No				No	
Ocean Springs	18,429	No								No				No	

PAID LEAVE (ALPHABETICAL)

Municipality	Population	Paid Personal Leave Full-Time				Paid Vacation Leave Full-Time				Paid Sick Leave Full-Time				Paid Holidays Full-Time	
		Offer Paid Personal Leave	Number of Days Offered			Offer Paid Vacation Leave	Number of Days Offered			Offer Paid Sick Leave	Number of Days Offered			Offer Paid Holidays	Number of Days Offered
			1 Year	4 Years	10 Years		1 Year	4 Years	10 Years		1 Year	4 Years	10 Years		
Olive Branch	46,466	No				No				No				No	
Osyka	420	No				Yes	5	10	15	Yes	10	10	10	Yes	11
Oxford	25,416	No				No				No				No	
Pascagoula	22,010	No				No				No				No	
Pearl	27,115	No				Yes	5	5	7.5	Yes	6	6	6	Yes	13
Pelahatchie	1,272														
Petal	11,010	No				No				No				No	
Pittsboro	157	Yes				No				No				No	
Pontotoc	5,640	No				Yes	5	10	15	Yes	12.0	12.0	12.0	Yes	12
Poplarville	2,833	No				No				No				No	
Prentiss	976	No				No				No				No	
Ripley	5,462	No				No				No				No	
Sardis	1,748	No				No				No				No	
Sebastopol	266	No				No				No				No	
Senatobia	8,354	No				No				No				No	
Sherman	850	No				No				No				No	
Sidon	311	Yes	2	2	2	Yes	8	8	8	Yes	2	2	2	Yes	9
Smithville	717														
Southaven	54,648	No				No				No				No	
Starkville	24,360	No				No				No				No	
Stonewall	879	No				No				No				No	
Summit	1,505	No				No				No				No	
Sumrall	1,765	No				No				No				No	
Sylvarena	87	No				No				No				No	
Taylor	498	No				No				No				No	
Thaxton	692	No				No				No				No	
Tremont	467	No				No				No				No	
Tupelo	37,926	No				No				No				No	
Utica	636	No				No				No				No	
Verona	2,792	No				No				No				No	
Vicksburg	21,573	No				No				No				No	
Waveland	7,210	No				No				No				No	
Waynesboro	4,567	No				No				No				No	
Winstonville	153														

PAID LEAVE (POPULATION)

Municipality	Population	Paid Personal Leave Full-Time				Paid Vacation Leave Full-Time				Paid Sick Leave Full-Time				Paid Holidays Full-Time	
		Offer Paid Personal Leave	Number of Days Offered			Offer Paid Vacation Leave	Number of Days Offered			Offer Paid Sick Leave	Number of Days Offered			Offer Paid Holidays	Number of Days Offered
			1 Year	4 Years	10 Years		1 Year	4 Years	10 Years		1 Year	4 Years	10 Years		
Jackson	153,701														
Gulfport	72,926	No				Yes	9	10.5	12	Yes	6	5	2.5	Yes	10
Southaven	54,648	No				No				No				No	
Biloxi	49,449	No				Yes	9	10.5	12	Yes	6	6	6	Yes	13
Olive Branch	46,466	No				No				No				No	
Tupelo	37,926	No				No				No				No	
Meridian	35,052	No				No				No				No	
Pearl	27,115	No				Yes	5	5	7.5	Yes	6	6	6	Yes	13
Horn Lake	27,000					No				No				No	
Oxford	25,416	No				No				No				No	
Starkville	24,360	No				No				No				No	
Columbus	24,084														
Pascagoula	22,010	No				No				No				No	
Vicksburg	21,573	No				No				No				No	
Gautier	19,024	No				No				No				No	
Ocean Springs	18,429	No								No				No	
Laurel	17,161	No				No				No				No	
Hernando	17,138	No				No				No				No	
Clarksdale	14,903	No				No				No				No	
Corinth	14,622	No				No				No				No	
Natchez	14,520	No				No				No				No	
D'Iberville	12,721	No				No				No				No	
Byram	12,666	No				No				No				No	
Brookhaven	11,674	Yes	2.5	2.5	2.5	Yes	2.5	2.5	2.5	Yes	2.5	2.5	2.5	Yes	10
Bay St. Louis	11,228	No				No				No				No	
Petal	11,010	No				No				No				No	
Canton	10,948	No				No				No				No	
Diamondhead	9,800	No				No				No				No	
Senatobia	8,354	No				No				No				No	
New Albany	7,626	No				No				No				No	
Batesville	7,523	No				No				No				No	
Waveland	7,210	No				No				No				No	
Kosciusko	7,114	No				No				No				No	
Amory	6,666	No				No				No				No	
Louisville	6,000	No				No				No				No	
Pontotoc	5,640	No				Yes	5	10	15	Yes	12	12	12	Yes	12

PAID LEAVE (POPULATION)

Municipality	Population	Paid Personal Leave Full-Time				Paid Vacation Leave Full-Time				Paid Sick Leave Full-Time				Paid Holidays Full-Time	
		Offer Paid Personal Leave	Number of Days Offered			Offer Paid Vacation Leave	Number of Days Offered			Offer Paid Sick Leave	Number of Days Offered			Offer Paid Holidays	Number of Days Offered
			1 Year	4 Years	10 Years		1 Year	4 Years	10 Years		1 Year	4 Years	10 Years		
Ripley	5,462	No				No				No				No	
Forest	5,430														
Aberdeen	4,961														
Carthage	4,901	No				No				No				No	
Crystal Springs	4,862	No				No				No				No	
Ellisville	4,652	No				No				No				No	
Florence	4,572	No				No				No				No	
Waynesboro	4,567	No				No				No				No	
Fulton	4,542	No				No				No				No	
Leakesville	3,775	Yes				No				No				No	
Newton	3,373	No				No				No				No	
Poplarville	2,833	No				No				No				No	
Verona	2,792	No				No				No				No	
Collins	2,342	No				No				No				No	
Eupora	2,152	Yes	5	5	5	Yes	5	5	5	Yes	5	5	5	No	
Decatur	1,945	No				No				No				No	
Moorhead	1,937	Yes	0	0	0	Yes	0	0	0	Yes	0	0	0	Yes	15
Nettleton	1,935	No				No				No				No	
Magnolia	1,883	No				No				No				No	
Sumrall	1,765	No				No				No				No	
Sardis	1,748	No				No				No				No	
Bruce	1,707	No				No				No				No	
Bay Springs	1,670	Yes				Yes				No				Yes	10
Flora	1,647	No				No				No				No	
Calhoun City	1,533	No				No				No				No	
Summit	1,505	No				No				No				No	
Pelahatchie	1,272														
Mantachie	1,121	No				No				No				No	
Edwards	995	No				No				No				No	
Prentiss	976	No				No				No				No	
Jonestown	962	No				No				No				No	
Derma	957	Yes	12	12	12	No				No				No	
Blue Mountain	948	No				No				No				No	
Brooksville	915	No				No				No				No	
Gloster	897	No				No				No				No	
Stonewall	879	No				No				No				No	

PAID LEAVE (POPULATION)

Municipality	Population	Paid Personal Leave Full-Time				Paid Vacation Leave Full-Time				Paid Sick Leave Full-Time				Paid Holidays Full-Time	
		Offer Paid Personal Leave	Number of Days Offered			Offer Paid Vacation Leave	Number of Days Offered			Offer Paid Sick Leave	Number of Days Offered			Offer Paid Holidays	Number of Days Offered
			1 Year	4 Years	10 Years		1 Year	4 Years	10 Years		1 Year	4 Years	10 Years		
Sherman	850	No				No				No				No	
DeKalb	836	No				No				No				No	
Maben	771	No												No	
Smithville	717														
Thaxton	692	No				No				No				No	
Utica	636	No				No				No				No	
Boyle	600	No				No				No				No	
Liberty	560	No				No				No				No	
New Augusta	554	No				No				No				No	
Taylor	498	No				No				No				No	
Enterprise	496	No				No				No				No	
Hatley	495	Yes	5	5	5	No				No				No	
Noxapater	472	No				No				No				No	
Dumas	471														
Tremont	467	No				No				No				No	
Blue Springs	436	No				No				No				No	
Jumpertown	450	No				No				No				No	
Osyka	420	No				Yes	5	10	15	Yes	10	10	10	Yes	11
Glen	382	No				No				No				No	
D'Lo	373	No				No				No				Yes	
Sidon	311	Yes	2	2	2	Yes	8	8	8	Yes	2	2	2	Yes	9
Arcola	304	No				No				No				No	
Crosby	302	No				No				No				No	
Georgetown	300	No				No				No				Yes	10
Sebastopol	266	No				No				No				No	
Marietta	256	No				Yes	5	10	10	No				No	
Cary	241	No				No				No				No	
Morgan City	207	No				No				No				No	
Golden	192	No				No				No				No	
Braxton	186	Yes	5	10	10										
Pittsboro	157	Yes				No				No				No	
Winstonville	153														
Sylvarena	87	No				No				No				No	
Learned	56	No				No				No				No	

LIFE INSURANCE, RETIREMENT, LONGEVITY (ALPHABETICAL)

Municipality	Population	Life Insurance Full-Time					Retirement Full-Time		Longevity Pay Full-Time						
		Offer Life Insurance	How Many Offered?	How Many Enrolled?	Insurance Premiums Paid?	What Amount Offerd?	Offer Retirement	Offer Supplemental Insurance	Offer Longevity Pay	How Much Offered?	Years of Service				
											5 Years	10 Years	15 Years	20 Years	25 Years
Aberdeen	4,961	No					No	No	No						
Amory	6,666	No					No	No	No						
Arcola	304	No					No	No	No						
Batesville	7,523						No	No	No						
Bay Springs	1,670	Yes	2	2	Jointly Paid	More Than \$25,000	Yes	Yes	No						
Bay St. Louis	11,229	No					No		No						
Biloxi	49,449	No					No	No	No						
Blue Mountain	948														
Blue Springs	436	No					No		No						
Boyle	600	No					Yes	No	No						
Braxton	186	No					No	No	No						
Brookhaven	11,674	No					No	No	Yes	\$1/hour					
Brooksville	915	Yes	2	2	100% Employer Paid	\$10,000 to \$25,000	No	No	No						
Bruce	1,707	No					No	No	No						
Byram	12,666	No					No	No	No						
Calhoun City	1,533	No					No	No	No						
Canton	10,948	No					No	No	No						
Carthage	4,901	No					Yes	Yes	No						
Cary	241	No					No	No	No						
Clarksdale	14,903	No					No	No	No						
Collins	2,342	No					Yes	No	No						
Columbus	24,084														
Corinth	14,622	No					No	No	No						
Crosby	302	No					No	No	No						
Crystal Springs	4,862	No					No	Yes	No						
Decatur	1,945	No					No	No	No						
DeKalb	1,028	No					No	No	No						
Derma	957	No					No	No	No						
Diamondhead	9,800	No					No	No	No						
D'Iberville	12,721	No					No	No	No						
D'Lo	373	No					No	No	No						
Dumas	471	No													
Edwards	995	No					No	No	No						
Ellisville	4,652	No					Yes	No	No						
Enterprise	496	No					No	No	No						
Eupora	2,152	No					Yes	No	No						

LIFE INSURANCE, RETIREMENT, LONGEVITY (ALPHABETICAL)

Municipality	Population	Life Insurance Full-Time					Retirement Full-Time		Longevity Pay Full-Time						
		Offer Life Insurance	How Many Offered?	How Many Enrolled?	Insurance Premiums Paid?	What Amount Offerd?	Offer Retirement	Offer Supplemental Insurance	Offer Longevity Pay	How Much Offered?	Years of Service				
											5 Years	10 Years	15 Years	20 Years	25 Years
Flora	1,647	No					No	No	No						
Florence	4,572	No					Yes	Yes	No						
Forest	5,430														
Fulton	4,542	No					No	No	No						
Gautier	19,024	No					No	No	No						
Georgetown	300	No					No		No						
Glen	382	No					No	No	No						
Gloster	897	Yes	20		100% Employee Paid		Yes		No						
Golden	192	No					No	No	No						
Gulfport	72,926	Yes	5	5	100% Employer Paid	More Than \$25,000	Yes	Yes	No						
Hatley	495	No					No	No	No						
Hernando	17,138	No					No	No	No						
Horn Lake	27,000	No					No	No	No						
Jackson	153,701														
Jonestown	962	No					Yes	No	No						
Jumpertown	450	No					Yes	No	No						
Kosciusko	7,114	No					No	No	No						
Laurel	17,161	No					No	No	No						
Leakesville	3,775	No					No	No	No						
Learned	56	No					No	No	No						
Liberty	560	No					No	No	No						
Louisville	6,000	No					No	No	No						
Maben	771						No	No	No						
Magnolia	1,883	No							No						
Mantachie	1,121	Yes					No	No	No						
Marietta	256	No					No	No	No						
Meridian	35,052	No					No	No	No						
Moorhead	1,937	Yes	0	4	100% Employer Paid	\$10,000 to \$25,000	Yes	No	No						
Morgan City	207	No					No	No	No						
Natchez	14,520	Yes					Yes	No	No						
Nettleton	1,935	No					Yes	No	No						
New Albany	7,626	No					No	No	No						
New Augusta	554	No					No	No	No						
Newton	3,373	No					No	No	No						
Noxapater	472	No					No	No	No						
Ocean Springs	18,429	No					No	No	No						

LIFE INSURANCE, RETIREMENT, LONGEVITY (ALPHABETICAL)

Municipality	Population	Life Insurance Full-Time					Retirement Full-Time		Longevity Pay Full-Time						
		Offer Life Insurance	How Many Offered?	How Many Enrolled?	Insurance Premiums Paid?	What Amount Offerd?	Offer Retirement	Offer Supplemental Insurance	Offer Longevity Pay	How Much Offered?	Years of Service				
											5 Years	10 Years	15 Years	20 Years	25 Years
Olive Branch	46,466	No					No	No	No						
Osyka	420	Yes			100% Employee Paid	Less Than \$10,000	Yes	Yes	No						
Oxford	25,416	No					No	No							
Pascagoula	22,010	No					No	No	No						
Pearl	27,115						No	No	No						
Pelahatchie	1,272														
Petal	11,010	No					No	No	No						
Pittsboro	157	No					No	No	No						
Pontotoc	5,640														
Poplarville	2,833	No					No	No	No						
Prentiss	976	No					No	No	No						
Ripley	5,462	Yes	5	5	100% Employer Paid	\$10,000 to \$25,000	Yes	Yes	No						
Sardis	1,748	No	0	1	100% Employee Paid	More Than \$25,000	No	No	No						
Sebastopol	266	No					Yes	No	No						
Senatobia	8,354	No					No	No	No						
Sherman	850	No					Yes	No	No						
Sidon	311	No					No	No	No						
Smithville	717														
Southaven	54,648	No					No	No	No						
Starkville	24,360	No					No	Yes	No						
Stonewall	879	No					No	No	No						
Summit	1,505	No					No	No	No						
Sumrall	1,765	No					Yes	Yes	No						
Sylvarena	87	No					No	No	No						
Taylor	498	No					Yes	No	No						
Thaxton	692	No					No		No						
Tremont	467	No					No	No	No						
Tupelo	37,926	No					No	No	No						
Utica	636	No					No	No	No						
Verona	2,792	No					No	No	No						
Vicksburg	21,573	No					No		No						
Waveland	7,210	No					No	No	No						
Waynesboro	4,567	No					No	No	No						
Winstonville	153														

LIFE INSURANCE, RETIREMENT, LONGEVITY (POPULATION)

Municipality	Population	Life Insurance Full-Time					Retirement Full-Time		Longevity Pay Full-Time						
		Offer Life Insurance	How Many Offered?	How Many Enrolled?	Insurance Premiums Paid?	What Amount Offerd?	Offer Retirement	Offer Supplemental Insurance	Offer Longevity Pay	How Much Offered?	Years of Service				
											5 Years	10 Years	15 Years	20 Years	25 Years
Jackson	153,701														
Gulfport	72,926	Yes	5	5	100% Employer Paid	More Than \$25,000									
Southaven	54,648	No					No	No	No						
Biloxi	49,449	No					No	No	No						
Olive Branch	46,466	No					No	No	No						
Tupelo	37,926	No					No	No	No						
Meridian	35,052	No					No	No	No						
Pearl	27,115						No	No	No						
Horn Lake	27,000	No					No	No	No						
Oxford	25,416	No					No	No							
Starkville	24,360	No					No	Yes	No						
Columbus	24,084														
Pascagoula	22,010	No					No	No	No						
Vicksburg	21,573	No					No		No						
Gautier	19,024	No					No	No	No						
Ocean Springs	18,429	No					No	No	No						
Laurel	17,161	No					No	No	No						
Hernando	17,138	No					No	No	No						
Clarksdale	14,903	No					No	No	No						
Corinth	14,622	No					No	No	No						
Natchez	14,520	Yes					Yes	No	No						
D'Iberville	12,721	No					No	No	No						
Byram	12,666	No					No	No	No						
Brookhaven	11,674	No					No	No	Yes	\$1/hour					
Bay St. Louis	11,229	No					No		No						
Petal	11,010	No					No	No	No						
Canton	10,948	No					No	No	No						
Diamondhead	9,800	No					No	No	No						
Senatobia	8,354	No					No	No	No						
New Albany	7,626	No					No	No	No						
Batesville	7,523	No					No	No	No						
Waveland	7,210	No					No	No	No						
Kosciusko	7,114	No					No	No	No						
Amory	6,666	No					No	No	No						
Louisville	6,000	No					No	No	No						
Pontotoc	5,640														

LIFE INSURANCE, RETIREMENT, LONGEVITY (POPULATION)

Municipality	Population	Life Insurance Full-Time					Retirement Full-Time		Longevity Pay Full-Time						
		Offer Life Insurance	How Many Offered?	How Many Enrolled?	Insurance Premiums Paid?	What Amount Offerd?	Offer Retirement	Offer Supplemental Insurance	Offer Longevity Pay	How Much Offered?	Years of Service				
											5 Years	10 Years	15 Years	20 Years	25 Years
Ripley	5,462	Yes	5	5	100% Employer Paid	\$10,000 to \$25,000	Yes	Yes	No						
Forest	5,430														
Aberdeen	4,961						No	No	No						
Carthage	4,901	No					Yes	Yes	No						
Crystal Springs	4,862	No					No	Yes	No						
Ellisville	4,652	No					No	No	No						
Florence	4,572	No					Yes	Yes	No						
Waynesboro	4,567	No					No	No	No						
Fulton	4,542	No					No	No	No						
Leakesville	3,775	No					No	No	No						
Newton	3,373	No					No	No	No						
Poplarville	2,833	No					No	No	No						
Verona	2,792	No					No	No	No						
Collins	2,342	No					Yes	No	No						
Eupora	2,152	No					Yes	No	No						
Decatur	1,945	No					No	No	No						
Moorhead	1,937	Yes	0	4	100% Employer Paid	\$10,000 to \$25,000	No	No	No						
Nettleton	1,935	No					No	No	No						
Magnolia	1,883	No							No						
Sumrall	1,765	No					Yes	Yes	No						
Sardis	1,748	Yes	0	1	100% Employee Paid	More Than \$25000	No	No	No						
Bruce	1,707	No					No	No	No						
Bay Springs	1,670	Yes	2	2	Jointly Paid	More Than \$25000	Yes	Yes	No						
Flora	1,647	No					No	No	No						
Calhoun City	1,533	No					No	No	No						
Summit	1,505	No					No	No	No						
Pelahatchie	1,272														
Mantachie	1,121	Yes					No	No	No						
Edwards	995	No					Yes	No	No						
Prentiss	976	No					No	No	No						
Jonestown	962	No					Yes	No	No						
Derma	957	No					No	No	No						
Blue Mountain	948	No													
Brooksville	915	Yes	2	2	100% Employer Paid	\$10,000 to \$25,000	No	No	No						
Gloster	897	Yes	20		100% Employee Paid		Yes		No						
Stonewall	879	No					No	No	No						

LIFE INSURANCE, RETIREMENT, LONGEVITY (POPULATION)

Municipality	Population	Life Insurance Full-Time					Retirement Full-Time		Longevity Pay Full-Time						
		Offer Life Insurance	How Many Offered?	How Many Enrolled?	Insurance Premiums Paid?	What Amount Offerd?	Offer Retirement	Offer Supplemental Insurance	Offer Longevity Pay	How Much Offered?	Years of Service				
											5 Years	10 Years	15 Years	20 Years	25 Years
Sherman	850	No					Yes	No	No						
DeKalb	836	No					No	No	No						
Maben	771						No	No	No						
Smithville	717														
Thaxton	692	No													
Utica	636	No					No	No	No						
Boyle	600	No					Yes	No	No						
Liberty	560	No					No	No	No						
New Augusta	554	No					No	No	No						
Taylor	498	No													
Enterprise	496	No					No	No	No						
Hatley	495	No					No	No	No						
Noxapater	472	No					No	No	No						
Dumas	471														
Tremont	467	No					No	No	No						
Blue Springs	436	No													
Jumpertown	450	No					Yes	No	No						
Osyka	420	No					Yes	Yes	No						
Glen	382	No					No	No	No						
D'Lo	373	No					No	No	No						
Sidon	311	No					No	No	No						
Arcola	304	No					No	No	No						
Crosby	302	No					No	No	No						
Georgetown	300	No					No	No	No						
Sebastopol	266	No					No	No	No						
Marietta	256	No					No	No	No						
Cary	241	No					No	No	No						
Morgan City	207	No					No	No	No						
Golden	192	No					No	No	No						
Braxton	186	No					No	No	No						
Pittsboro	157	No					No	No	No						
Winstonville	153														
Sylvarena	87	No					No	No	No						
Learned	56	No					No	No	No						

MISCELLANEOUS BENEFITS (ALPHABETICAL)

Municipality	Population	Offer Childcare Benefits	Offer Child Tuiton Assistance	Offer Flexible Spending Acconts	Operate on Shifts	Offer Shift Differentials	Offer Stipends	What Types of Stipends	Education Reimbursement	Education Attainment	Performance Based Pay	Remote Work	Flexible Work Schedules
Aberdeen	4,961	No	No	No		No	No		No	No	No	No	No
Amory	6,666	No	No	No	Yes	Yes	No		No	No	No	No	No
Arcola	304	No	No	No	No	No	No		No	No	No	No	No
Batesville	7,523	No	No	Yes	Yes	Yes	No		No	No	No	No	Yes
Bay Springs	1,670	No	No	No	Yes	No	No		No	No	No	No	No
Bay St. Louis	11,229	No	No	No	Yes	No	Yes		Yes	Yes	Yes	No	No
Biloxi	49,449							Clothing for Police Investigators					
Blue Mountain	948	No	No	No	No	No	No		No	No	No	No	Yes
Blue Springs	436	No	No	No	No	No	No		No	No	No	No	Yes
Boyle	600	No	No	No	No	No	No		No	No	No	No	Yes
Braxton	186	No	No	No	Yes	No	No		No	No	Yes	No	Yes
Brookhaven	11,674	No	No	No	No	No	No		No	No	No	No	No
Brooksville	915	No	No	No	Yes	No	No		No	No	No	No	No
Bruce	1,707	No	No	No	No	No	No		No	No	Yes	No	Yes
Byram	12,666	No	No	No	Yes	No	No		No	No	No	No	No
Calhoun City	1,533	No	No	No	No	No	No		No	No	No	No	No
Canton	10,948	No	No	No	No	No	No		No	No	No	No	No
Carthage	4,901	No	No	No	No	No	No		No	No	No	No	No
Cary	241	No	No	No	Yes	No	No		No	No	No	No	No
Charleston	1,884	No	No	No	Yes	No	No		No	No	No	No	No
Collins	2,342												
Columbus	24,084	No	No										
Corinth	14,622	No	No	No	Yes	No	No		No	No	No	Yes	Yes
Crosby	302	No	No	No	Yes	No	No		No	No	No	No	No
Crystal Springs	4,862	No	No	Mno	Yes	No	No		NO	No	No	No	No
Decatur	1,945	No	No	No	No	No	No		No	No	NO	No	Yes
DeKalb	836	No	No	No	Yes	No	No		No	No	No	No	No
Derma	957	No	No	No	No	No	No		No	No	No	No	No
Diamondhead	9,800	No	No	No	Yes	No	No		No	No	No	No	No
D'Iberville	12,721	No	No	No	No	No	No		No	No	No	No	No
D'Lo	373												
Dumas	471	No	No	No	No		No		No	No	No	No	Yes
Edwards	995	No	No	No	No	No	No		No	No	No	No	No
Ellisville	4,652	No	No	No	No	No	No		No	No	No	No	No
Enterprise	496	No	No	No	No	No	No		No	No	No	No	No
Eupora	2,152	No	No	No	Yes	No	No		No	No	No	No	No

MISCELLANEOUS BENEFITS (ALPHABETICAL)

Municipality	Population	Offer Childcare Benefits	Offer Child Tuiton Assistance	Offer Flexible Spending Acconts	Operate on Shifts	Offer Shift Differentials	Offer Stipends	What Types of Stipends	Education Reimbursement	Education Attainment	Performance Based Pay	Remote Work	Flexible Work Schedules
Flora	1,647	No	No	No	Yes	Yes	No		No	No	No	No	Yes
Florence	4,572	No	No	No	Yes	No	No		No	No	No	No	No
Forest	5,430												
Fulton	4,542	No	No	No	No	No	No		No	No	No	No	No
Gautier	19,024	No	No	No	No	No	No		No	No	No	No	No
Georgetown	300	No	No	No	No	No	No		No	No	No	No	No
Glen	382												
Gloster	897	No	No	No	No	No	No		No	No	No	No	No
Golden	192	No	No	No	No	No	No		No	No	No	No	No
Gulfport	72,926	No	No	Yes	Yes	No	No		Yes	No	No	No	No
Hatley	495	No	No	No	No	No	No		No	No	No	No	No
Hernando	17,138	No	No	No	Yes	No	No		No	No	No	No	No
Horn Lake	27,000	No	No	No	No	No	No		No	No	No	No	No
Jackson	153,701												
Jonestown	962	No	No	No	No	No	No		No	No	No	No	Yes
Jumpertown	450	No	No	No	No	No	No		No	No	No	No	No
Kosciusko	7,114	No	No	No	No	No	No		No	No	No	No	No
Laurel	17,161	No	No	No	No	No	No		No	No	No	No	No
Leakesville	3,775	No	No	No	No	No	No		No	No	No	No	No
Learned	56	No	No	No	No	No	No		No	No	No	No	No
Liberty	560	No	No	No	No	No	No		No	No	No	No	No
Louisville	6,000	No	No	No	Yes	No	No		No	No	No	No	No
Maben	771	No	No	No	No	No	No		No	No	No	No	No
Magnolia	1,883	No	No	No	Yes	No	No		No	No	No	No	No
Mantachie	1,121	No	No	No	Yes	Yes	No		No	No	No	No	Yes
Marietta	256	No	No	No	No	No	No		No	No	No	No	No
Meridian	35,052	No	No	No	Yes	No	No		No		No	No	Yes
Moorhead	1,937	No	No	No	No	No	No		No	No	No	No	No
Morgan City	207	No	No	No	No	No	No		No	No	No	No	No
Natchez	14,520	No	No	No	Yes	No	No		No	No	No	No	No
Nettleton	1,935	No	No	No	Yes	No	No		No	No	No	No	No
New Albany	7,626	No	No	No	No	No	No		No	No	No	No	No
New Augusta	554	No	No	No	No	No	No		No	No	No	No	Yes
Newton	3,373	No	No	No	Yes	No	No		No	No	No	No	No
Noxapater	472	No	No	No	No	No	No		No	No	No	No	No
Ocean Springs	18,429	No	No	No	Yes	No	No		No	No	No	No	No

MISCELLANEOUS BENEFITS (ALPHABETICAL)

Municipality	Population	Offer Childcare Benefits	Offer Child Tuiton Assistance	Offer Flexible Spending Acconts	Operate on Shifts	Offer Shift Differentials	Offer Stipends	What Types of Stipends	Education Reimbursement	Education Attainment	Performance Based Pay	Remote Work	Flexible Work Schedules
Olive Branch	46,466	No	No	No	Yes	No	No		No	No	No	No	No
Osyka	420			No	No		No		No	No	No	No	Yes
Oxford	25,416	No	No	No	Yes	No	No		No	No	No	No	No
Pascagoula	22,010	No	No	No	No	Yes	No		No	No	No	No	No
Pearl	27,115	No	No	No	Yes	No	No		No	No	Yes	Yes	Yes
Pelahatchie	1,272												
Petal	11,010	No	No	No	No	No	No		No	No		No	No
Pittsboro	157	No	No	No	No	No	No		No	No	No	No	Yes
Pontotoc	5,640												
Poplarville	2,833	No	No	No	Yes	No	No		No	No	No	No	No
Prentiss	976	No	No	No	Yes	No	No		No	No	No	No	No
Ripley	5,462	No	No	No	No	No	No		No	No	No	No	No
Sardis	1,748	No	No	No	Yes	No	No		No	No	No	No	Yes
Sebastopol	266	No	No	No	Yes	No	No		No	No	No	No	No
Senatobia	8,354	No	No	No	Yes	No	No		No	No	No	No	No
Sherman	850	No	No	No	Yes	No	No		No	No	No	No	No
Sidon	311	No	No	No	No		No		No	No	No	No	No
Smithville	717												
Southaven	54,648	No	No	No	No	No	No		No	No	No	No	No
Starkville	24,360	No		No	Yes	No	No		No	No	No	Yes	Yes
Stonewall	879	No	No	No	Yes	No	No		No	No	No	No	No
Summit	1,505	No	No	No	Yes	No	No		No	No	No	No	No
Sumrall	1,765	No	No	No	No	No	No		No	No	No	No	No
Sylvarena	87	No	No	No	No	No	No		No	No	No	No	No
Taylor	498	No	No	No	No	No	No		No	No	No	No	No
Thaxton	692	No	No	No	No	No	No		No	No	No	No	No
Tremont	467	No	No	No	No	No	No		No	No	No	No	No
Tupelo	37,926	No	No	No	No	No	No		No	No	No	No	No
Utica	636	No	No	No	No	No	No		No	No	No	No	No
Verona	2,792	No	No	No	Yes	No	No		No	No	No	No	Yes
Vicksburg	21,573	No	No	No	Yes	No	No		No	No	No	No	No
Waveland	7,210	No	No	No	Yes	No	No		No	No	No	No	Yes
Waynesboro	4,567	No	No	No	No	No	No		No	No	No	No	No
Winstonville	153												

MISCELLANEOUS BENEFITS (POPULATION)

Municipality	Population	Offer Childcare Benefits	Offer Child Tuiton Assistance	Offer Flexible Spending Acconts	Operate on Shifts	Offer Shift Differentials	Offer Stipends	What Types of Stipends	Education Reimbursement	Education Attainment	Performance Based Pay	Remote Work	Flexible Work Schedules
Jackson	153,701												
Gulfport	72,926	No	No	Yes	Yes	No	No		Yes	No	No	No	No
Southaven	54,648	No	No	No	No	No	No		No	No	No	No	No
Biloxi	49,449	No	No	No	Yes	No	Yes	Clothing For Police Investigators	Yes	Yes	Yes	No	No
Olive Branch	46,466	No	No	No	Yes	No	No		No	No	No	No	No
Tupelo	37,926	No	No	No	No	No	No		No	No	No	No	No
Meridian	35,052	No	No	No	Yes	No	No		No		No	No	Yes
Pearl	27,115	No	No	No	Yes	No	No		No	No	Yes	Yes	Yes
Horn Lake	27,000	No	No	No	No	No	No		No	No	No	No	No
Oxford	25,416	No	No	No	Yes	No	No		No	No	No	No	No
Starkville	24,360	No	No	No	Yes	No	No		No	No	No	Yes	Yes
Columbus	24,084												
Pascagoula	22,010	No	No	No	No	Yes	No		No	No	No	No	No
Vicksburg	21,573	No	No	No	Yes	No	No		No	No	No	No	No
Gautier	19,024	No	No	No	No	No	No		No	No	No	No	No
Ocean Springs	18,429	No	No	No	Yes	No	No		No	No	No	No	No
Laurel	17,161	No	No	No	No	No	No		No	No	No	No	No
Hernando	17,138	No	No	No	Yes	No	No		No	No	No	No	No
Clarksdale	14,903	No	No	No	Yes	No	No		No		No	No	No
Corinth	14,622	No	No										
Natchez	14,520	No	No	No	Yes	No	No		No	No			
D'Iberville	12,721	No	No	No	Yes	No	No		No	No	No	No	No
Byram	12,666	No	No	No	No	No	No		No	No	Yes	No	Yes
Brookhaven	11,674	No	No	No	Yes	No	No		No	No	No	No	No
Bay St. Louis	11,229	No	No	No	Yes	No	No		No	No	No	No	No
Petal	11,010	No	No	No	No	No	No		No	No		No	No
Canton	10,948	No	No	No	No	No	No		No	No	No	No	No
Diamondhead	9,800	No	No	No	No	No	No		No	No	No	No	No
Senatobia	8,354	No	No	No	Yes	No	No		No	No	No	No	No
New Albany	7,626	No	No	No	No	No	No		No	No	No	No	No
Batesville	7,523	No	No	No	No	No	No		No	No	No	No	No
Waveland	7,210	No	No	No	Yes	No	No		No	No	No	No	Yes
Kosciusko	7,114	No	No	No	No	No	No		No	No	No	No	No
Amory	6,666	No	No	No	Yes	Yes	No		No	No	No	No	No
Louisville	6,000	No	No	No	Yes	No	No		No	No	No	No	No
Pontotoc	5,640												

MISCELLANEOUS BENEFITS (POPULATION)

Municipality	Population	Offer Childcare Benefits	Offer Child Tuiton Assistance	Offer Flexible Spending Acconts	Operate on Shifts	Offer Shift Differentials	Offer Stipends	What Types of Stipends	Education Reimbursement	Education Attainment	Performance Based Pay	Remote Work	Flexible Work Schedules
Ripley	5,462	No	No	No	No	No	No		No	No	No	No	No
Forest	5,430												
Aberdeen	4,961	No	No	No		No	No		No	No	No	No	No
Carthage	4,901	No	No	No	No	No	No		No	No	No	No	No
Crystal Springs	4,862	No	No	No	Yes	No	No		No	No	No	No	No
Ellisville	4,652	No	No	No	No	No	No		No	No	No	No	No
Florence	4,572	No	No	No	Yes	No	No		No	No	No	No	No
Waynesboro	4,567	No	No	No	No	No	No		No	No	No	No	No
Fulton	4,542	No	No	No	No	No	No		No	No	No	No	No
Leakesville	3,775	No	No	No	No	No	No		No	No	No	No	No
Newton	3,373	No	No	No	No	No	No		No	No	No	No	No
Poplarville	2,833	No	No	No	Yes	No	No		No	No	No	No	No
Verona	2,792	No	No	No	Yes	No	No		No	No	No	No	Yes
Collins	2,342	No	No	No	Yes	No	No		No	No	No	No	No
Eupora	2,152	No	No	No	No	No	No		No	No	No	No	No
Decatur	1,945	No	No	No	Yes	No	No		No	No	No	No	No
Moorhead	1,937	No	No	No	No	No	No		No	No	No	No	No
Nettleton	1,935	No	No	No	Yes	No	No		No	No	No	No	No
Magnolia	1,883	No	No	No	Yes	No	No		No	No	No	No	No
Sumrall	1,765	No	No	No	No	No	No		No	No	No	No	No
Sardis	1,748	No	No	No	Yes	No	No		No	No	No	No	No
Bruce	1,707	No	No	No	Yes	No	No		No	No	No	No	No
Bay Springs	1,670	No	No	Yes	Yes	Yes	No		No	No	No	No	Yes
Flora	1,647	No	No	No	Yes	Yes	No		No	No	No	No	Yes
Calhoun City	1,533	No	No	No	Yes	No	No		No	No	No	No	No
Summit	1,505	No	No	No	Yes	No	No		No	No	No	No	No
Pelahatchie	1,272												
Mantachie	1,121	No	No	No	Yes	Yes	No		No	No	No	No	No
Edwards	995	No	No	No	No		No		No	No	No	No	No
Prentiss	976	No	No	No	Yes	No	No		No	No	No	No	No
Jonestown	962	No	No	No	No	No	No		No	No	No	No	Yes
Derma	957	No	No	No	Yes	No	No		No	No	No	No	No
Blue Mountain	948												
Brooksville	915	No	No	No	No	No	No		No	No	No	No	No
Gloster	897	No	No	No	No	No	No		No	No	No	No	No
Stonewall	879	No	No	No	Yes	No	No		No	No	No	No	No

MISCELLANEOUS BENEFITS (POPULATION)

Municipality	Population	Offer Childcare Benefits	Offer Child Tuiton Assistance	Offer Flexible Spending Acconts	Operate on Shifts	Offer Shift Differentials	Offer Stipends	What Types of Stipends	Education Reimbursement	Education Attainment	Performance Based Pay	Remote Work	Flexible Work Schedules
Sherman	850	No	No	No	Yes	No	No		No	No	No	No	No
DeKalb	836	No	No	No	No	No	No		No	No	No	No	Yes
Maben	771	No	No	No	No	No	No		No	No	No	No	No
Smithville	717												
Thaxton	692	No	No	No	No	No	No		No	No	No	No	No
Utica	636	No	No	No	No	No	No		No	No	No	No	No
Boyle	600	No	No	No	No	No	No		No	No	No	No	Yes
Liberty	560	No	No	No	No	No	No		No	No	No	No	No
New Augusta	554	No	No	No	Yes	No	No		No	No	No	No	Yes
Taylor	498	No	No	No	No	No	No		No	No	No	No	No
Enterprise	496	No	No	No	No	No	No		No	No	No	No	No
Hatley	495	No	No	No	No	No	No		No	No	No	No	No
Noxapater	472	No	No	No	No	No	No		No	No	No	No	No
Dumas	471												
Tremont	467	No	No	No	No	No	No		No	No	No	No	No
Blue Springs	436	No	No	No	No	No	No		No	No	No	No	Yes
Jumpertown	450	No	No	No	No	No	No		No	No	No	No	No
Osyka	420			No	No		No		No	No	No	No	Yes
Glen	382												
D'Lo	373	No	No	No	No	No	No		No	No	No	No	No
Sidon	311	No	No	No	No		No		No	No	No	No	No
Arcola	304												
Crosby	302	No	No	No	Yes	No	No		No	No	No	Yes	Yes
Georgetown	300	No	No	No	No	No	No		No	No	No	No	No
Sebastopol	266	No	No	No	Yes	No	No		No	No	No	No	No
Marietta	256	No	No	No	No	No	No		No	No	No	No	No
Cary	241	No	No	No	No	No	No		No	No	No	No	No
Morgan City	207	No	No	No	No	No	No		No	No	No	No	No
Golden	192	No	No	No	No	No	No		No	No	No	No	No
Braxton	186	No	No	No	No	No	No		No	No	No	No	Yes
Pittsboro	157	No	No	No	No	No	No		No	No	No	No	Yes
Winstonville	153												
Sylvarena	87	No	No	No	No	No	No		No	No	No	No	No
Learned	56	No	No	No	No	No	No		No	No	No	No	No



SALARY SURVEY INSTRUMENT



February 11, 2025

Dear Municipal Official,

The John C. Stennis Institute of Government and Community Development, on behalf of the Mississippi Municipal League, is conducting the 2025 Municipal Salary and Benefits Survey. The completed survey will be available in time for the Mississippi Municipal League (MML) Annual Conference this summer as well as online.

Please complete the attached survey, which includes a listing of common municipal positions from several departments. We understand that municipalities are different and may not have every position listed on the survey. Bearing this in mind, please provide as much information as possible. If you do not have the exact job title but have a job with similar responsibilities, please report the needed information for the similar job.

Please mail, fax, or e-mail the completed survey to us by Friday, May 30, 2025.

Mailing Address:
ATTN: 2025 MML Survey
Stennis Institute
P.O. Drawer LV,
Mississippi State, MS, 39762
Fax: 662-325-3772
E-mail: mpeterson@sig.msstate.edu

If you prefer, this survey is also available to be filled out on online at the link below:
https://msstate.col.qualtrics.com/jfe/form/SV_cfh9nh3907Ykdw2

If you have any questions regarding the enclosed survey, please do not hesitate to call me. On behalf of the Mississippi Municipal League and the Stennis Institute, we thank you for your time and effort.

Sincerely,

Matthew L. Peterson
Matthew L. Peterson, PhD
Research Associate II
John C. Stennis Institute of Government
Office: 662-325-7010



John C. Stennis Institute of Government and Community Development
Mississippi Municipal League
2025 Municipal Salary Survey

Name of Municipality: _____

Mailing Address: _____

Physical Address: _____

Phone Number: _____ Fax Number: _____

Municipal Website: _____

Mayor's Name: _____

City Clerk's Name: _____

Person Completing This Form: _____
(Name/Job Title)

Total Municipal Population: _____

Total Number of Full-Time Employees: _____

Total Number of Part-Time Employees: _____

Elected Officials 2025 Annual Salaries

Mayor (According to State Statute): Full-Time: ☐ Part-Time: ☐

Mayor Annual Salary: \$ _____

Council ☐ / Alderman ☐ / Commissioner ☐ / Selectmen ☐
(Please Check One)

Elected Official Annual Salary: \$ _____



John C. Stennis Institute of Government and Community Development
Mississippi Municipal League
2025 Municipal Benefits Survey

Instructions:

- For accurate results, it is important that you fill out and return this survey even if your organization does not offer any benefits.
- Please answer the following questions for both full-time and part-time employees separately. If you have no part-time employees leave this column blank.

Medical, Dental, and Vision Insurance

Medical Insurance Employee	Full-Time Employees	Part-Time Employees
Does your municipality offer medical insurance?	Yes <input type="checkbox"/> No <input type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/>
How many employees are offered medical insurance coverage for themselves?	_____ Employees	_____ Employees
How many employees are enrolled in medical insurance coverage for themselves?	_____ Employees	_____ Employees
Does your municipality offer medical insurance for spouses and dependents?	Yes <input type="checkbox"/> No <input type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/>
How many employees are enrolled in medical insurance coverage for their spouses and dependents?	_____ Employees	_____ Employees
For most employees, are medical insurance premiums:	100% Employer Paid <input type="checkbox"/> 100% Employee Paid <input type="checkbox"/> Jointly Paid <input type="checkbox"/>	100% Employer Paid <input type="checkbox"/> 100% Employee Paid <input type="checkbox"/> Jointly Paid <input type="checkbox"/>

Dental Insurance Employee	Full-Time Employees	Part-Time Employees
Does your municipality offer dental insurance?	Yes <input type="checkbox"/> No <input type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/>
How many employees are offered dental insurance coverage for themselves?	_____ Employees	_____ Employees
How many employees are enrolled in dental insurance coverage for themselves?	_____ Employees	_____ Employees
Does your municipality offer dental insurance for spouses and dependents?	Yes <input type="checkbox"/> No <input type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/>
How many employees are enrolled in dental insurance coverage for their spouses and dependents?	_____ Employees	_____ Employees
For most employees, are dental insurance premiums:	100% Employer Paid <input type="checkbox"/> 100% Employee Paid <input type="checkbox"/> Jointly Paid <input type="checkbox"/>	100% Employer Paid <input type="checkbox"/> 100% Employee Paid <input type="checkbox"/> Jointly Paid <input type="checkbox"/>

Vision Insurance Employee	Full-Time Employees	Part-Time Employees
Does your municipality offer vision insurance?	Yes <input type="checkbox"/> No <input type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/>
How many employees are offered vision insurance coverage for themselves?	_____ Employees	_____ Employees
How many employees are enrolled in vision insurance coverage for themselves?	_____ Employees	_____ Employees
Does your municipality offer vision insurance for employees' spouses and dependents?	Yes <input type="checkbox"/> No <input type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/>
How many employees are enrolled in vision insurance coverage for their spouses and dependents?	_____ Employees	_____ Employees
For most employees, are vision insurance premiums:	100% Employer Paid <input type="checkbox"/> 100% Employee Paid <input type="checkbox"/> Jointly Paid <input type="checkbox"/>	100% Employer Paid <input type="checkbox"/> 100% Employee Paid <input type="checkbox"/> Jointly Paid <input type="checkbox"/>

Clerk of the Council: Elected ☐ Appointed ☐
(Please Check One)

Clerk of the Council Annual Salary: \$ _____

City Clerk: Elected ☐ Appointed ☐
(Please Check One)

City Clerk Annual Salary: \$ _____

Administration 2025 Annual Salaries

City Manager: \$ _____

HR Director: \$ _____

Deputy City Clerk: \$ _____

Municipal Court Clerk: \$ _____

Administrative Assistant: \$ _____

Public Works 2025 Annual Salaries

Public Works Director: \$ _____

Street Superintendent: \$ _____

Foreman: \$ _____

Truck Driver: \$ _____

Laborer: \$ _____

Parks & Recreation 2025 Annual Salaries

Parks & Recreation Director: \$ _____

Parks & Recreation Laborer: \$ _____

Building & Code Enforcement 2025 Annual Salaries

City Engineer: \$ _____

Director: \$ _____

Planner: \$ _____

Building Official: \$ _____

Code Enforcement Officer: \$ _____

Risk Manager: \$ _____

Public Safety 2025 Annual Salaries

Police Chief: Elected ☐ Appointed ☐

Police Chief Annual Salary: \$ _____

Police Lieutenant: \$ _____

Police Sergeant: \$ _____

Police Officer: \$ _____

Fire Chief: Elected ☐ Appointed ☐

Fire Chief Annual Salary: \$ _____

Fire Lieutenant: \$ _____

Fire Sergeant: \$ _____

Firefighter: \$ _____

Disability Insurance

Short Term Disability Insurance	Full-Time Employees	Part-Time Employees
Does your municipality offer short-term disability insurance? (Excluding Worker's Compensation)	Yes <input type="checkbox"/> No <input type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/>
How many employees are offered short-term disability insurance coverage?	_____ Employees	_____ Employees
How many employees are enrolled in short-term disability insurance coverage?	_____ Employees	_____ Employees
For most employees, are short-term disability insurance premiums:	100% Employer Paid <input type="checkbox"/> 100% Employee Paid <input type="checkbox"/> Jointly Paid <input type="checkbox"/>	100% Employer Paid <input type="checkbox"/> 100% Employee Paid <input type="checkbox"/> Jointly Paid <input type="checkbox"/>
Long Term Disability Insurance	Full-Time Employees	Part-Time Employees
Does your municipality offer long-term disability insurance? (Excluding Worker's Compensation)	Yes <input type="checkbox"/> No <input type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/>
How many employees are offered long-term disability insurance coverage?	_____ Employees	_____ Employees
How many employees are enrolled in long-term disability insurance coverage?	_____ Employees	_____ Employees
For most employees, are long-term disability insurance premiums:	100% Employer Paid <input type="checkbox"/> 100% Employee Paid <input type="checkbox"/> Jointly Paid <input type="checkbox"/>	100% Employer Paid <input type="checkbox"/> 100% Employee Paid <input type="checkbox"/> Jointly Paid <input type="checkbox"/>

Leave

Paid Personal Leave	Full-Time Employees	Part-Time Employees
Does your municipality offer paid personal leave?	Yes <input type="checkbox"/> No <input type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/>
(Include sick leave and paid vacation leave if your municipality does not differentiate between these types of leave)		
How many days of paid personal leave are offered?		
At 1 year of employment?	Number of Days: _____	Number of Days: _____
At 4 years of employment?	Number of Days: _____	Number of Days: _____
At 10 years of employment?	Number of Days: _____	Number of Days: _____
Paid Vacation Leave	Full-Time Employees	Part-Time Employees
Does your municipality offer paid vacation leave?	Yes <input type="checkbox"/> No <input type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/>
How many days of paid vacation leave are offered?		
At 1 year of employment?	Number of Days: _____	Number of Days: _____
At 4 years of employment?	Number of Days: _____	Number of Days: _____
At 10 years of employment?	Number of Days: _____	Number of Days: _____
Paid Sick Leave	Full-Time Employees	Part-Time Employees
Does your municipality offer paid sick leave?	Yes <input type="checkbox"/> No <input type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/>
How many days of paid sick leave are offered?		
At 1 year of employment?	Number of Days: _____	Number of Days: _____
At 4 years of employment?	Number of Days: _____	Number of Days: _____
At 10 years of employment?	Number of Days: _____	Number of Days: _____
Paid Holidays	Full-Time Employees	Part-Time Employees
Does your municipality offer paid holidays?	Yes <input type="checkbox"/> No <input type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/>
If yes, how many paid holidays are offered per year?	Number of Days: _____	Number of Days: _____

SALARY SURVEY INSTRUMENT

Life Insurance, Retirement, and Longevity Pay

Life Insurance	Full-Time Employees	Part-Time Employees
Does your municipality offer life insurance?	Yes <input type="checkbox"/> No <input type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/>
How many employees are offered life insurance?	_____ Employees	_____ Employees
How many employees are enrolled in life insurance?	_____ Employees	_____ Employees
For most employees, are life insurance premiums:	100% Employer Paid <input type="checkbox"/> 100% Employee Paid <input type="checkbox"/> Jointly Paid <input type="checkbox"/>	100% Employer Paid <input type="checkbox"/> 100% Employee Paid <input type="checkbox"/> Jointly Paid <input type="checkbox"/>
What amount of life insurance do you offer?	Less than \$10,000 <input type="checkbox"/> \$10,000 to \$25,000 <input type="checkbox"/> More than \$25,000 <input type="checkbox"/>	Less than \$10,000 <input type="checkbox"/> \$10,000 to \$25,000 <input type="checkbox"/> More than \$25,000 <input type="checkbox"/>
Retirement	Full-Time Employees	Part-Time Employees
Does your municipality offer a retirement plan to employees?	Yes <input type="checkbox"/> No <input type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/>
Does your municipality offer a supplemental retirement plan? (Ex: deferred compensation)	Yes <input type="checkbox"/> No <input type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/>
Longevity Pay	Full-Time Employees	Part-Time Employees
Does your municipality offer any type of longevity pay?	Yes <input type="checkbox"/> No <input type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/>
If yes, how much is offered?	\$ _____	\$ _____
At 5 years of service?	\$ _____	\$ _____
At 10 years of service?	\$ _____	\$ _____
At 15 years of service?	\$ _____	\$ _____
At 20 years of service?	\$ _____	\$ _____
At 25 years of service?	\$ _____	\$ _____

Miscellaneous Benefits

Miscellaneous Benefits	Full-Time Employees	Part-Time Employees
Does your municipality offer childcare benefits? (on-site childcare, reimbursements, vouchers, etc.)	Yes <input type="checkbox"/> No <input type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/>
Does your municipality offer child tuition or child educational assistance or reimbursement?	Yes <input type="checkbox"/> No <input type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/>
Does your municipality offer flexible spending accounts? (Accounts allowing employees to set aside money out of their paycheck pre-tax to pay insurance or medical premiums)	Yes <input type="checkbox"/> No <input type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/>
Does any part of your municipality operate on shifts? (Ex: Fire or Police Departments)	Yes <input type="checkbox"/> No <input type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/>
If yes, does your municipality offer shift differentials?	Yes <input type="checkbox"/> No <input type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/>
Does your municipality offer any other types of stipends?	Yes <input type="checkbox"/> No <input type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/>
If yes, what types? (Please explain in the space provided)		
Does your municipality offer an employee education reimbursement program?	Yes <input type="checkbox"/> No <input type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/>
Does your municipality offer additional pay for educational attainment? (Ex: Associates', Bachelors', or Masters', etc.)	Yes <input type="checkbox"/> No <input type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/>
Does your municipality offer any type of performance-based pay incentives?	Yes <input type="checkbox"/> No <input type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/>
Does your municipality offer the ability to work remotely?	Yes <input type="checkbox"/> No <input type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/>
Does your municipality offer flexible work schedules?	Yes <input type="checkbox"/> No <input type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/>

Total Cost of Benefits

Cost of Benefits	
How much did your municipality spend on each of the following components of compensation?	
Insurance (employer contributions for medical, dental and vision)	\$ _____
Retirement plans (employer contributions only)	\$ _____

Recruitment

Recruitment	
Do you feel it is difficult to attract applicants with the skills your municipal government needs?	Very difficult to attract skilled applicants <input type="checkbox"/> Somewhat difficult to attract skilled applicants <input type="checkbox"/> Neutral <input type="checkbox"/> Not difficult to attract skilled applicants <input type="checkbox"/> Very easy to attract skilled applicants <input type="checkbox"/>
What is the most common recruitment strategy to fill positions within your city?	Internal postings <input type="checkbox"/> External postings to the public on city website <input type="checkbox"/> Advertising through 3 rd party website <input type="checkbox"/> Advertising through social media website <input type="checkbox"/> In-person application <input type="checkbox"/> Employee referral <input type="checkbox"/>
Do you believe your municipality is able to pay what the labor market demands?	Very difficult to pay what the labor market demands <input type="checkbox"/> Somewhat difficult to meet what the labor market demands <input type="checkbox"/> Neutral <input type="checkbox"/> Not difficult to pay what the labor market demands <input type="checkbox"/> Very easy to pay what the labor market demands <input type="checkbox"/>
Which positions/functions are the least challenging to fill within your municipality?	
Which positions/functions are the most challenging to fill within your municipality?	


SALARY SURVEY INSTRUMENT

Retention

Retention	
Is it difficult to retain current employees with your municipality?	Very difficult to retain employees <input type="checkbox"/> Somewhat difficult to retain employees <input type="checkbox"/> Neutral <input type="checkbox"/> Not difficult to retain employees <input type="checkbox"/> Very easy to retain employees <input type="checkbox"/>
What is the top reason employees are resigning with your municipality?	Better compensation <input type="checkbox"/> Career change <input type="checkbox"/> Retirement <input type="checkbox"/> Opportunity with another public employer <input type="checkbox"/> Opportunity with a private employer <input type="checkbox"/>
What was your overall employee turnover rate % in 2024?	
Which positions/functions are the least challenging to retain within your municipality?	
Which positions/functions are the most challenging to retain within your municipality?	
To what extent do you believe the total compensation rewards you offer your employees are competitive with the overall labor market?	Very competitive <input type="checkbox"/> Somewhat competitive <input type="checkbox"/> Neutral <input type="checkbox"/> Not competitive <input type="checkbox"/> Very uncompetitive <input type="checkbox"/>
To what extent do you believe the total compensation rewards you offer your employees are competitive with other nearby municipal or county employers?	Very competitive <input type="checkbox"/> Somewhat competitive <input type="checkbox"/> Neutral <input type="checkbox"/> Not competitive <input type="checkbox"/> Very uncompetitive <input type="checkbox"/>

Comments or Clarifications

Thank you for taking the time to complete this survey! Please make any comments or clarifications to specific survey questions in the space below.



John C. Stennis Institute of Government
and Community Development

Mississippi State University

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