



## **MEETING OF THE MEMBERSHIP OF THE MISSISSIPPI PUBLIC HEALTH ASSOCIATION**

The Annual Membership Meeting of the Mississippi Public Health Association was held on September 5, 2014, whereby a resolution was passed authorizing Buddy Daughdrill, Executive Director TO SIGN ON BEHALF OF THE ASSOCIATION the following resolution:

### **THE MISSISSIPPI PUBLIC HEALTH ASSOCIATION RESOLUTION SUPPORTING ADEQUATE FUNDING FOR THE MISSISSIPPI STATE DEPARTMENT OF HEALTH, INCLUDING PAY RAISES FOR ITS EMPLOYEES**

**WHEREAS** the Mississippi State Department of Health is charged with the responsibility for promoting and protecting the health of all Mississippi residents and visitors, and health and safety are valued by all;

**AND WHEREAS;** the Mississippi State Personnel Board has testified that the salaries of state employees have fallen significantly below regional averages;

**AND WHEREAS;** the annual attrition rate at the Mississippi State Department of Health has ranged from 10% - 14% largely because of its inability to attract and retain staff due to non-competitive salaries;

**AND WHEREAS** the hidden economic costs to replace and train new staff are estimated at upwards to 50% of the annual salary for each position;

**AND WHEREAS** the Mississippi Legislature has not approved the salary realignment recommendations presented to it by the Mississippi

State Personnel Board during its regular sessions in 2008, 2009, 2010, 2011, 2012, 2013 or 2014;

**AND WHEREAS** the Mississippi Legislature has repeatedly imposed additional hiring and compensation restrictions on the Mississippi State Department of Health and other state agencies that are outside the policies and procedures approved for use by state agencies by the Mississippi State Personnel Board;

**AND WHEREAS** many public health workers are under-employed, often forced to seek outside employment to supplement their state salaries in order to earn enough to cover their basic living expenses;

**AND WHEREAS** the collective damage caused by years of inadequate funding for salary increases for the Mississippi State Department of Health and other state agencies charged with the public's health and safety could seriously jeopardize their ability to respond effectively to future catastrophic outbreaks, disasters and emergencies;

**AND WHEREAS** supporting an adequately staffed and trained public health workforce is a top priority for the Mississippi Public Health Association;

**AND WHEREAS** public health workers are the first line of defense in protecting the health of Mississippians;

**AND WHEREAS** the state of Mississippi is enjoying positive economic growth and encouraging revenue forecasts for the future;

**THE MISSISSIPPI PUBLIC HEALTH ASSOCIATION HEREBY RESOLVES** to support the adequate funding of the Mississippi State Department of Health, including the lifting of legislatively imposed restrictions on hiring and compensation, and the full funding of the Mississippi State Personnel Board's salary realignment recommendations for position classifications used by The Department during the upcoming Mississippi Legislative session.