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Mississippi wage and hour cheat sheet

Minimum wage, overtime, breaks, final pay, and record retention on one sheet. Rates verified November 2026.

Minimum wage

$7.25 per hour (federal FLSA rate). Mississippi has no state minimum wage law, so employers covered by the Fair Labor Standards Act must pay the federal minimum wage of $7.25 per hour. The Mississippi Department of Employment Security states that minimum wage is administered and enforced by the US DOL Wage and Hour Division. Mississippi has no state tipped wage, so the federal rule applies: a cash wage of $2.13 per hour with a tip credit of up to $5.12, as long as tips bring total pay to at least $7.25, for employees who receive more than $30 a month in tips.

Overtime

1.5x the regular rate for hours over 40 in a workweek under the federal FLSA. The Mississippi Department of Employment Security states that overtime is administered and enforced by the US DOL Wage and Hour Division, not by the state.

Daily overtime

None. Overtime in Mississippi follows the federal FLSA, which uses a 40-hour workweek, not an eight-hour day. Working more than 8 hours in a day does not by itself trigger overtime.

Meal break

No state meal-break requirement appears for adult employees. The US DOL does not list Mississippi among the states with meal period requirements for adult employees, and Mississippi is not among the states it lists with separate meal period rules for minors.

Rest break

No state rest-break requirement appears for adult employees. The US DOL does not list Mississippi among the states that require rest periods for adult employees, and it states that states not listed do not require paid rest periods.

Final paycheck

No state deadline is published. The Mississippi Department of Employment Security publishes no final paycheck rule and refers wage questions to the US DOL Wage and Hour Division. The US DOL states that federal law does not require employers to give former employees their final paycheck immediately. If the regular payday for the last pay period worked has passed without payment, the employee can contact the Wage and Hour Division.

How long to keep time records

Federal law requires keeping time cards 2 years and payroll records 3 years, and some states go longer. Keep the records where you can produce them; a wage claim is decided on whoever has the better records.

Rates verified November 2026. Mississippi has no state minimum wage law, so the federal $7.25 (unchanged since July 24, 2009) and federal FLSA overtime apply, and no state change is scheduled because there is no state rate. Separately, Mississippi requires manufacturers with 50 or more employees and every public service corporation to pay once every two weeks or twice each calendar month. This is general information, not legal or payroll advice. Check the Mississippi labor department for the current rules, and talk to a professional for your situation.

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Mississippi wage and hour cheat sheet (continued)

Primary source: https://mdes.ms.gov/employers/unemployment-tax/employer-resources/employment-issues/. Full list of sources: getclox.com/blog/mississippi-time-tracking.