

By: Representative Scott (80th)

To: Fees and Salaries of
Public Officers

HOUSE BILL NO. 309

1 AN ACT TO AMEND SECTION 25-3-93, MISSISSIPPI CODE OF 1972, TO
2 INCREASE THE AMOUNT OF PERSONAL LEAVE ALLOWED STATE EMPLOYEES AND
3 APPOINTED OFFICERS WHO HAVE MORE THAN 25 YEARS OF CONTINUOUS
4 SERVICE; AND FOR RELATED PURPOSES.

5 BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF MISSISSIPPI:

6 SECTION 1. Section 25-3-93, Mississippi Code of 1972, is
7 amended as follows:

8 25-3-93. (1) (a) Except as provided in subsection (1)(b),
9 all employees and appointed officers of the State of Mississippi,
10 who are employees as defined in Section 25-3-91, shall be allowed
11 credit for personal leave computed as follows:

12	Continuous	Accrual Rate	Accrual Rate
13	Service	(Monthly)	(Annually)
14	1 month to 3 years	12 hours per month	18 days per year
15	37 months to 8 years	14 hours per month	21 days per year
16	97 months to 15 years	16 hours per month	24 days per year
17	<u>181 months to 25 years</u>	18 hours per month	27 days per year
18	<u>Over 25 years</u>	<u>20 hours per month</u>	<u>30 days per year</u>

19 * * * However, employees who were hired prior to July 1,
20 1984, who have continuous service of more than five (5) years but
21 not more than eight (8) years shall accrue fifteen (15) hours of
22 personal leave each month.

23 (b) Temporary employees who work less than a full
24 workweek and part-time employees shall be allowed credit for
25 personal leave computed on a pro rata basis. Faculty members
26 employed by the eight (8) public universities on a nine-month
27 contract and recipients of full-time educational leave, while on

28 such leave, shall not be eligible for personal leave.

29 (2) For the purpose of computing credit for personal leave,
30 each appointed officer or employee shall be considered to work not
31 more than five (5) days each week. Leaves of absence granted by
32 the appointing authority for one (1) year or less shall be
33 permitted without forfeiting previously accumulated continuous
34 service. The provisions of this section shall not apply to
35 military leaves of absence. The time for taking personal leave,
36 except when such leave is taken due to an illness, shall be
37 determined by the appointing authority of which such employees are
38 employed.

39 (3) For the purpose of Sections 25-3-91 through 25-3-99, the
40 earned personal leave of each employee shall be credited monthly
41 after the completion of each calendar month of service and the
42 appointing authority shall not increase the amount of personal
43 leave to an employee's credit. It shall be unlawful for an
44 appointing authority to grant personal leave in an amount greater
45 than was earned and accumulated by the officer or employee.

46 (4) Employees are encouraged to use earned personal leave.
47 Personal leave may be used for vacations and personal business as
48 scheduled by the appointing authority and shall be used for
49 illnesses of the employee requiring absences of one (1) day or
50 less. Accrued personal or compensatory leave shall be used for
51 the first day of an employee's illness requiring his absence of
52 more than one (1) day. Accrued personal or compensatory leave may
53 also be used for an illness in the employee's immediate family as
54 defined in Section 25-3-95. There shall be no limit to the
55 accumulation of personal leave. Upon termination of employment
56 each employee shall be paid for not more than thirty (30) days of
57 accumulated personal leave. Unused personal leave in excess of
58 thirty (30) days shall be counted as creditable service for the
59 purposes of the retirement system as provided in Sections
60 25-11-103 and 25-13-5.

61 (5) Any officer of the Mississippi Highway Safety Patrol who
62 is injured by wound or accident in the line of duty shall not be
63 required to use earned personal leave during the period of
64 recovery from such injury.

65 (6) Any employee may donate a portion of his or her earned
66 personal leave to another employee who is suffering from a
67 catastrophic injury or illness, or to another employee who has a
68 member of his or her immediate family who is suffering from a
69 catastrophic injury or illness, in accordance with subsection (8)
70 of Section 25-3-95.

71 This subsection (6) shall stand repealed from and after
72 July 1, 1999.

73 SECTION 2. This act shall take effect and be in force from
74 and after July 1, 1999.