

By: Stringer

To: Fees and Salaries of
Public Officers

HOUSE BILL NO. 531

1 AN ACT TO AMEND SECTIONS 25-3-93 AND 25-3-95, MISSISSIPPI
2 CODE OF 1972, TO PROVIDE THAT AGENTS OF THE MISSISSIPPI BUREAU OF
3 NARCOTICS WHO ARE INJURED IN THE LINE OF DUTY SHALL NOT BE
4 REQUIRED TO USE PERSONAL OR MAJOR MEDICAL LEAVE DURING THEIR
5 RECOVERY; AND FOR RELATED PURPOSES.

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

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

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

Continuous	Accrual Rate	Accrual Rate
Service	(Monthly)	(Annually)
1 month to 3 years	12 hours per month	18 days per year
37 months to 8 years	14 hours per month	21 days per year
97 months to 15 years	16 hours per month	24 days per year
Over 15 years	18 hours per month	27 days per year

19 However, employees who were hired prior to July 1, 1984, who
20 have continuous service of more than five (5) years but not more
21 than eight (8) years shall accrue fifteen (15) hours of personal
22 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, temporary employees of the public universities who work
28 less than twenty (20) hours per week for a period of less than
29 five (5) months during a fiscal year, and recipients of full-time
30 educational leave, while on such leave, shall not be eligible for
31 personal leave.

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

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

49 (4) Employees are encouraged to use earned personal leave.
50 Personal leave may be used for vacations and personal business as
51 scheduled by the appointing authority and shall be used for
52 illnesses of the employee requiring absences of one (1) day or
53 less. Accrued personal or compensatory leave shall be used for

54 the first day of an employee's illness requiring his absence of
55 more than one (1) day. Accrued personal or compensatory leave may
56 also be used for an illness in the employee's immediate family as
57 defined in Section 25-3-95. There shall be no limit to the
58 accumulation of personal leave. Upon termination of employment
59 each employee shall be paid for not more than thirty (30) days of
60 accumulated personal leave. Unused personal leave in excess of
61 thirty (30) days shall be counted as creditable service for the
62 purposes of the retirement system as provided in Sections
63 25-11-103 and 25-13-5.

64 (5) Any officer of the Mississippi Highway Safety Patrol or
65 agent of the Mississippi Bureau of Narcotics who is injured by
66 wound or accident in the line of duty shall not be required to use
67 earned personal leave during the period of recovery from such
68 injury.

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

75 This subsection shall stand repealed from and after July 1,
76 2000.

77 SECTION 2. Section 25-3-95, Mississippi Code of 1972, is
78 amended as follows:

79 25-3-95. (1) All employees and appointed officers of the
80 State of Mississippi, except temporary employees of the public
81 universities who work less than twenty (20) hours per week for a

82 period of less than five (5) months during a fiscal year and
83 recipients of full-time educational leave, while on such leave,
84 shall accrue credits for major medical leave as follows:

85	Continuous	Accrual Rate	Accrual Rate
86	Service	(Monthly)	(Annually)
87	1 month to 3 years	8 hours per month	12 days per year
88	37 months to 8 years	7 hours per month	10.5 days per year
89	97 months to 15 years	6 hours per month	9 days per year
90	Over 15 years	5 hours per month	7.5 days per year

91 Faculty members employed by the eight (8) public universities
92 on a nine-month contract shall accrue credit for major medical
93 leave as follows:

94	Continuous	Accrual Rate	Accrual Rate
95	Service	(Per Month)	(Per Academic Year)
96	1 month to 3 years	13-1/3 hours per month	15 days per
97			academic year
98	37 months to 8 years	14-1/5 hours per month	16 days per
99			academic year
100	97 months to 15 years	15-2/5 hours per month	17 days per
101			academic year
102	Over 15 years	16 hours per month	18 days per
103			academic year

104 Part-time employees shall accrue major medical leave on a pro
105 rata basis. There shall be no maximum limit to major medical
106 leave accumulation. All unused major medical leave shall be
107 counted as creditable service for the purposes of the retirement
108 system as provided in Sections 25-11-103 and 25-13-5.

109 (2) Major medical leave may be used for the illness or

110 injury of an employee or member of the employee's immediate family
111 as defined in subsection (3) of this section, only after the
112 employee has used one (1) day of accrued personal or compensatory
113 leave for each absence due to illness, or leave without pay if the
114 employee has no accrued personal or compensatory leave. * * *

115 Faculty members employed by the eight (8) public universities on a
116 nine-month basis may use major medical leave for the first day of
117 absence due to illness. However, major medical leave may be used,
118 without prior use of personal leave, to cover regularly scheduled
119 visits to a doctor's office or a hospital for the continuing
120 treatment of a chronic disease, as certified in advance by a
121 physician. For the purposes of this section, "physician" means a
122 doctor of medicine, osteopathy, dental medicine, podiatry or
123 chiropractic. For each absence due to illness of thirty-two (32)
124 consecutive working hours (combined personal leave and major
125 medical leave) major medical leave shall be authorized only when
126 certified by their attending physician.

127 (3) An employee may use up to three (3) days of earned major
128 medical leave for each occurrence of death in the immediate family
129 requiring the employee's absence from work. No qualifying time or
130 use of personal leave will be required prior to use of major
131 medical leave for this purpose. For the purpose of this
132 subsection (3), the immediate family is defined as spouse, parent,
133 stepparent, sibling, child, stepchild, grandchild, grandparent,
134 son- or daughter-in-law, mother- or father-in-law or brother- or
135 sister-in-law. Child means a biological, adopted or foster child,
136 or a child for whom the individual stands or stood in loco
137 parentis.

138 (4) Employees and appointed officers of the State of
139 Mississippi having unused, accumulated sick leave or annual leave
140 earned prior to July 1, 1984, shall be credited with major medical
141 leave and personal leave as follows: All unused annual leave
142 shall be credited as personal leave.

143 Unused sick leave shall be divided between major medical
144 leave and personal leave at rates determined by the employee's
145 sick leave balance on June 30, 1984. The rates of conversion
146 shall be as follows:

147 Sick Leave	Percentage	Percentage
148 Balance as of	Converted to	Converted to
149 June 30, 1984	Personal Leave	Major Medical Leave
150 1 - 200 hours	20%	80%
151 201 - 400 hours	25%	75%
152 401 - 600 hours	30%	70%
153 601 or more hours	35%	65%

154 (5) Upon retirement from active employment each faculty
155 member of the state-supported public universities who is employed
156 on a nine-month basis shall receive credit and be paid for not
157 more than thirty (30) days of unused major medical leave for
158 service as a state employee. Unused major medical leave in excess
159 of thirty (30) days shall be counted as creditable service for the
160 purposes of the retirement system as provided in Sections
161 25-11-103 and 25-13-5.

162 (6) Any officer of the Mississippi Highway Safety Patrol or
163 agent of the Mississippi Bureau of Narcotics who is injured by
164 wound or accident in the line of duty shall not be required to use
165 earned major medical leave during the period of recovery from such

166 injury.

167 (7) For the purpose of Sections 25-3-91 through 25-3-99, the
168 earned major medical leave of each employee shall be credited
169 monthly after the completion of each calendar month, and the
170 appointing authority shall not increase the amount of major
171 medical leave to an employee's credit. It shall be unlawful for
172 an appointing authority to grant major medical leave in an amount
173 greater than was earned and accumulated by the officer or
174 employee.

175 (8) Any employee may donate a portion of his or her earned
176 personal leave or major medical leave to another employee who is
177 suffering from a catastrophic injury or illness, as defined in
178 Section 25-3-91, or to another employee who has a member of his or
179 her immediate family who is suffering from a catastrophic injury
180 or illness, in accordance with the following:

181 (a) The employee donating the leave (the "donor
182 employee") shall designate the employee who is to receive the
183 leave (the "recipient employee") and the amount of earned personal
184 leave and major medical leave that is to be donated, and shall
185 notify the donor employee's appointing authority or supervisor of
186 his or her designation. The donor employee's appointing authority
187 or supervisor then shall notify the recipient employee's
188 appointing authority or supervisor of the amount of leave that has
189 been donated by the donor employee to the recipient employee.

190 (b) The maximum amount of earned personal leave that an
191 employee may donate to any other employee may not exceed a number
192 of days that would leave the donor employee with fewer than seven
193 (7) days of personal leave left, and the maximum amount of earned

194 major medical leave that an employee may donate to any other
195 employee may not exceed fifty percent (50%) of the earned major
196 medical leave of the donor employee.

197 (c) An employee must have exhausted all of his or her
198 earned personal leave and major medical leave before he or she
199 will be eligible to receive any leave donated by another employee.

200 (d) Before an employee may receive donated leave, he or
201 she must provide his or her appointing authority or supervisor
202 with a physician's statement that states the beginning date of the
203 catastrophic injury or illness, a description of the injury or
204 illness, and a prognosis for recovery and the anticipated date
205 that the recipient employee will be able to return to work.

206 (e) If an employee is aggrieved by the decision of his
207 or her appointing authority that the employee is not eligible to
208 receive donated leave because the injury or illness of the
209 employee or member of the employee's immediate family is not, in
210 the appointing authority's determination, a catastrophic injury or
211 illness, the employee may appeal the decision to the employee
212 appeals board.

213 (f) If the total amount of leave that is donated to any
214 employee is not used by the recipient employee, the donated leave
215 shall be returned to the donor employees on a pro rata basis,
216 based on the ratio of the number of days of leave donated by each
217 donor employee to the total number of days of leave donated by all
218 donor employees.

219 (g) The failure of any appointing authority or
220 supervisor of any employee to properly deduct an employee's
221 donation of leave to another employee from the donor employee's

222 earned personal leave or major medical leave shall constitute just
223 cause for the dismissal of the appointing authority or supervisor.

224 (h) Donated leave shall not be used in lieu of
225 disability retirement.

226 (i) For the purposes of this subsection, "immediate
227 family" means spouse, parent, stepparent, sibling, child or
228 stepchild.

229 (j) This subsection shall stand repealed from and after
230 July 1, 2000.

231 SECTION 3. This act shall take effect and be in force from
232 and after July 1, 2000.