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

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

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

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

<table>
<thead>
<tr>
<th>Continuous Service</th>
<th>Accrual Rate (Monthly)</th>
<th>Accrual Rate (Annually)</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 month to 3 years</td>
<td>12 hours per month</td>
<td>18 days per year</td>
</tr>
<tr>
<td>37 months to 8 years</td>
<td>14 hours per month</td>
<td>21 days per year</td>
</tr>
<tr>
<td>97 months to 15 years</td>
<td>16 hours per month</td>
<td>24 days per year</td>
</tr>
<tr>
<td>Over 15 years</td>
<td>18 hours per month</td>
<td>27 days per year</td>
</tr>
</tbody>
</table>

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

(b) Temporary employees who work less than a full workweek and part-time employees shall be allowed credit for personal leave computed on a pro rata basis. Faculty members employed by the eight (8) public universities on a nine-month contract, temporary employees of the public universities who work less than twenty (20) hours per week for a period of less than
five (5) months during a fiscal year, and recipients of full-time educational leave, while on such leave, shall not be eligible for personal leave.

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

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

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

(5) Any officer of the Mississippi Highway Safety Patrol or agent of the Mississippi Bureau of Narcotics who is injured by wound or accident in the line of duty shall not be required to use earned personal leave during the period of recovery from such injury. The appointing authority may not authorize a period of recovery which exceeds the time period that the officer or agent is unable to perform his duty assignment, as certified by the employee's attending physician.

(6) Repealed.

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

25-3-95. (1) All employees and appointed officers of the State of Mississippi, except temporary employees of the public universities who work less than twenty (20) hours per week for a period of less than five (5) months during a fiscal year and recipients of full-time educational leave, while on such leave, shall accrue credits for major medical leave as follows:

<table>
<thead>
<tr>
<th>Continuous Service</th>
<th>Accrual Rate (Monthly)</th>
<th>Accrual Rate (Annually)</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 month to 3 years</td>
<td>8 hours per month</td>
<td>12 days per year</td>
</tr>
<tr>
<td>37 months to 8 years</td>
<td>7 hours per month</td>
<td>10.5 days per year</td>
</tr>
<tr>
<td>97 months to 15 years</td>
<td>6 hours per month</td>
<td>9 days per year</td>
</tr>
<tr>
<td>Over 15 years</td>
<td>5 hours per month</td>
<td>7.5 days per year</td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th>Continuous Service</th>
<th>Accrual Rate (Per Month)</th>
<th>Accrual Rate (Per Academic Year)</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 month to 3 years</td>
<td>13-1/3 hours per month</td>
<td>15 days per academic year</td>
</tr>
<tr>
<td>37 months to 8 years</td>
<td>14-1/5 hours per month</td>
<td>16 days per academic year</td>
</tr>
</tbody>
</table>
Part-time employees shall accrue major medical leave on a pro rata basis. There shall be no maximum limit to major medical leave accumulation. All unused major medical leave shall be counted as creditable service for the purposes of the retirement system as provided in Sections 25-11-103 and 25-13-5.

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

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

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

(4) Employees and appointed officers of the State of
Mississippi having unused, accumulated sick leave or annual leave
earned prior to July 1, 1984, shall be credited with major medical
leave and personal leave as follows: All unused annual leave
shall be credited as personal leave.
Unused sick leave shall be divided between major medical
leave and personal leave at rates determined by the employee's
sick leave balance on June 30, 1984. The rates of conversion
shall be as follows:

<table>
<thead>
<tr>
<th>Sick Leave</th>
<th>Percentage</th>
<th>Converted to</th>
</tr>
</thead>
<tbody>
<tr>
<td>Balance as of June 30, 1984</td>
<td>Personal Leave</td>
<td>Major Medical Leave</td>
</tr>
<tr>
<td>1 - 200 hours</td>
<td>20%</td>
<td>80%</td>
</tr>
<tr>
<td>201 - 400 hours</td>
<td>25%</td>
<td>75%</td>
</tr>
<tr>
<td>401 - 600 hours</td>
<td>30%</td>
<td>70%</td>
</tr>
<tr>
<td>601 or more hours</td>
<td>35%</td>
<td>65%</td>
</tr>
</tbody>
</table>

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

(6) Any officer of the Mississippi Highway Safety Patrol or
agent of the Mississippi Bureau of Narcotics who is injured by
wound or accident in the line of duty shall not be required to use
earned major medical leave during the period of recovery from such
injury. The appointing authority may not authorize a period of
recovery which exceeds the time period that the officer or agent
is unable to perform his duty assignment, as certified by the
employee's attending physician.

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

(8) Repealed.

SECTION 3. This act shall take effect and be in force from
and after July 1, 2002.