

By: Representatives Byrd, Reynolds, Stamps

To: County Affairs;
Municipalities

HOUSE BILL NO. 493

1 AN ACT TO AMEND SECTION 25-15-103, MISSISSIPPI CODE OF 1972,
2 TO AUTHORIZE ANY COUNTY OR MUNICIPALITY TO OFFER ANY MEDICARE
3 ELIGIBLE COUNTY EMPLOYEE OR MUNICIPAL EMPLOYEE, AS THE CASE MAY
4 BE, CERTAIN BENEFITS IF THE EMPLOYEE SECURES MEDICARE COVERAGE IN
5 LIEU OF PARTICIPATING IN ANY COUNTY OR MUNICIPAL MEDICAL OR HEALTH
6 INSURANCE PROGRAM; AND FOR RELATED PURPOSES.

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

8 **SECTION 1.** Section 25-15-103, Mississippi Code of 1972, is
9 amended as follows:

10 25-15-103. (1) The maximum amount of group insurance or
11 other coverage used in determining employer's limitation of one
12 hundred percent (100%) of such costs shall be determined by
13 regulations promulgated by the governing board or head of any
14 political subdivision, school district, junior college district,
15 institution, department or agency named in Section 25-15-101 and
16 this section, but the life insurance for each employee shall not
17 exceed Fifty Thousand Dollars (\$50,000.00), or the amount of
18 deduction allowed by the United States Internal Revenue Service in
19 filing a federal tax return, whichever is greater. A like amount
20 may be for accidental death * * *, accident, health and salary



21 protection insurance, providing benefits not exceeding sixty
22 percent (60%) of the employee's income, or the amount allowed by
23 the United States Internal Revenue Service in filing a federal tax
24 return, whichever is greater. Hospitalization benefits for room
25 and board may not exceed the average semiprivate cost per day; and
26 the other coverages authorized hereinabove. The limitations in
27 this * * * subsection on the amount of group insurance and other
28 coverage which employers may obtain for their employees shall not
29 be applicable to municipalities.

30 (2) Any employee who retires due to one hundred percent
31 (100%) medical disability, or due to reaching the statutory age of
32 retirement under the provisions of the Public Employees'
33 Retirement Law of 1952, being Sections 25-11-101 through
34 25-11-139, may, if he or she elects, remain a member of the group
35 plan for such life insurance and other benefits as may be agreed
36 to by the governing board or institution, department, or agency
37 head and the companies writing such insurance and other coverage,
38 by paying the entire costs thereof.

39 (3) When any of the political subdivisions, school
40 districts, junior college districts, institutions, departments, or
41 agencies named in Section 25-15-101 and this section have adopted
42 the group coverage plan authorized by * * * such sections, any of
43 the employees thereof participating in the plan who desire to
44 secure additional benefits for their dependents with the company
45 or companies providing such group coverage may do so by



authorizing in writing the deduction from his or her salary or wages of the necessary amounts for the full payment of such additional coverage, and the same may be deducted and paid for such purposes, but the entire cost of such additional coverage for dependents shall be paid by the employee.

(4) (a) A municipality may provide group life insurance coverage for all or specified groups of its public employees and group hospitalization benefits for such public employees and their dependents, and the municipality may pay the total of the cost of all benefits under this section.

(b) A county may provide group life insurance coverage for all or specified groups of its public employees and group hospitalization benefits for such public employees and their dependents, and the county may pay the total of the cost of all benefits under this section. A county may make such provision, as specified under this paragraph, retroactively for any existing group coverage plan previously adopted by the county.

(5) (a) (i) A county may offer any Medicare eligible county employee supplemental compensation, insurance and/or benefits if the employee chooses to secure Medicare coverage in lieu of participating in any county medical or health insurance program, as the case may be.

(ii) Before the supplemental compensation, insurance and/or benefits may be provided, as specified under this



70 paragraph, the employee shall provide verifiable proof that he or
71 she has secured coverage under Medicare.

72 (b) (i) A municipality may offer any Medicare eligible
73 county employee supplemental compensation, insurance and/or
74 benefits if the employee chooses to secure Medicare coverage in
75 lieu of participating in any municipal medical or health insurance
76 program, as the case may be.

77 (ii) Before the supplemental compensation,
78 insurance and/or benefits may be provided, as specified under this
79 paragraph, the employee shall provide verifiable proof that he or
80 she has secured coverage under Medicare.

81 **SECTION 2.** This act shall take effect and be in force from
82 and after July 1, 2021.

