

By: Representatives Stamps, Johnson

To: County Affairs;  
Municipalities

HOUSE BILL NO. 1118

1 AN ACT TO AUTHORIZE THE GOVERNING AUTHORITIES OF A COUNTY OR  
2 MUNICIPALITY TO ESTABLISH A FIRST RESPONDERS AND ESSENTIAL WORKERS  
3 INCENTIVE PROGRAM; TO REQUIRE A COUNTY OR MUNICIPALITY ELECTING TO  
4 ESTABLISH AN INCENTIVE PROGRAM TO ADOPT A RESOLUTION OR ORDINANCE  
5 SETTING FORTH CERTAIN REQUIREMENTS FOR THE PROGRAM; TO AUTHORIZE  
6 THE PAYMENT OF A SALARY SUPPLEMENT TO EMPLOYEES SELECTED FOR  
7 RECOGNITION UNDER THE PROGRAM; AND FOR RELATED PURPOSES.

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

9 **SECTION 1.** (1) The governing authorities of a county or  
10 municipality, in their discretion, may establish a First  
11 Responders and Essential Workers Incentive Program to recognize  
12 police officers, firefighters and other essential workers for  
13 exemplary performance and achievement.

14 (2) A county or municipality electing to establish a First  
15 Responders and Essential Workers Incentive Program authorized  
16 under this section shall adopt a resolution or ordinance creating  
17 the program, which must be spread upon the minutes of the  
18 governing authorities. The resolution or ordinance must include,  
19 at a minimum, provisions addressing the following:



20 (a) Which department or office of the county or  
21 municipality is responsible for the administration of the program;

22 (b) An explanation of how the program works, including  
23 how employees may be identified for recognition under the program;

24 (c) A description of how decisions will be made on  
25 whether or not an employee recommended for recognition qualifies  
26 for the recognition, and if so, the amount of any salary  
27 supplement to be granted to that employee;

28 (d) A clear description of which employment positions  
29 are entitled to receive recognition under the program;

30 (e) Examples of employee achievements which merit  
31 recognition under the program, including, but not limited to:

32 (i) Successful completion of additional academic  
33 college coursework that is relevant to the person's job while that  
34 person is employed by the county or municipality as a police  
35 officer, firefighter or other essential worker;

36 (ii) Attainment of certification through a  
37 nonmandatory professional class or program offered to police  
38 officers, firefighters or other essential workers;

39 (iii) Exemplary job performance, supported by  
40 employee performance evaluations;

41 (iv) Heroic or exemplary service or commitment  
42 beyond the requirements of the job during a public emergency or  
43 disaster; and



44                   (v) Such other acts or achievements described in  
45 the resolution or ordinance;

46                   (f) Rules establishing limitations, if any, on the  
47 number of times a person may be recognized under the program, and  
48 if allowed, specific rules relating to the maximum number of times  
49 or frequency that an employee may be selected for recognition; and

50                   (g) Any other rules that the governing authorities  
51 determine are essential to creating a program that is able to be  
52 operated in a fair, unbiased manner for all employees qualified  
53 for recognition.

54           (3) In order to incentivize employees to perform at their  
55 highest ability, the governing authorities of a county or  
56 municipality, in their discretion, may authorize the awarding of a  
57 salary supplement to employees selected for recognition under the  
58 First Responders and Essential Workers Incentive Program. A  
59 salary supplement awarded to an employee under the program may be  
60 paid from any funds available to the county or municipality other  
61 than state funds. A salary supplement may not exceed an amount  
62 equal to five percent (5%) of that employee's annual salary in  
63 effect on the date the employee is granted recognition under the  
64 program. The governing authorities shall establish the terms of  
65 payment of the salary supplement, which, in their discretion, may  
66 be made as a lump sum payment or over a period of time. A  
67 supplement paid to an employee under this section may not be



68 considered earned compensation for purposes of participation in  
69 the Public Employees' Retirement System.

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

