

By: Representatives Byrd, Reynolds

To: County Affairs

HOUSE BILL NO. 843
(As Sent to Governor)

1 AN ACT TO AMEND SECTION 25-15-103, MISSISSIPPI CODE OF 1972,
2 TO AUTHORIZE COUNTIES AND MUNICIPALITIES TO OFFER SUPPLEMENTAL
3 COMPENSATION TO EMPLOYEES WHO DECLINE COVERAGE UNDER THEIR GROUP
4 INSURANCE; AND FOR RELATED PURPOSES.

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

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

8 25-15-103. (1) The maximum amount of group insurance or
9 other coverage used in determining employer's limitation of one
10 hundred percent (100%) of such costs shall be determined by
11 regulations promulgated by the governing board or head of any
12 political subdivision, school district, junior college district,
13 institution, department or agency named in Section 25-15-101 and
14 this section, but the life insurance for each employee shall not
15 exceed Fifty Thousand Dollars (\$50,000.00), or the amount of
16 deduction allowed by the United States Internal Revenue Service in
17 filing a federal tax return, whichever is greater. A like amount
18 may be for accidental death, accident, health and salary
19 protection insurance, providing benefits not exceeding sixty



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

28 (2) Any employee who retires due to one hundred percent
29 (100%) medical disability, or due to reaching the statutory age of
30 retirement under the provisions of the Public Employees'
31 Retirement Law of 1952, being Sections 25-11-101 through
32 25-11-139, may, if he elects, remain a member of the group plan
33 for such life insurance and other benefits as may be agreed to by
34 the governing board or institution, department, or agency head and
35 the companies writing such insurance and other coverage, by paying
36 the entire costs thereof.

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



45 necessary amounts for the full payment of such additional
46 coverage, and the same may be deducted and paid for such purposes,
47 but the entire cost of such additional coverage for dependents
48 shall be paid by the employee.

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

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

61 (5) * * * The board of supervisors of any county or the
62 governing authorities of any municipality may offer supplemental
63 compensation to its employees, or other persons otherwise eligible
64 for the county's or municipality's group insurance, in an amount
65 to be determined from time to time by the county or municipality
66 if such person declines coverage under the group insurance;
67 however, in no event shall the supplemental compensation exceed
68 the county's or municipality's cost for such person to participate
69 in the group insurance. Before such supplemental compensation may



70 be provided in any year, the person shall, on an annual basis,
71 provide verifiable proof of coverage under another permissible
72 plan.

73 **SECTION 2.** This act shall take effect and be in force from
74 and after July 1, 2022.

