

By: Senator(s) Sparks, Boyd

To: Labor; Judiciary,
Division A

SENATE BILL NO. 2418

1 AN ACT TO CREATE NEW SECTION 45-6-16, MISSISSIPPI CODE OF
2 1972, TO CREATE A RIGHT TO FOLLOW-UP TESTING FOR A LAW ENFORCEMENT
3 OFFICER WHO TESTS POSITIVE FOR ILLEGAL DRUG USE AND TO PROVIDE FOR
4 TERMS OF SUSPENSION PENDING THE RECEIPT OF RESULTS FROM THE
5 FOLLOW-UP TEST; TO AMEND SECTION 45-6-17, MISSISSIPPI CODE OF
6 1972, TO CONFORM; AND FOR RELATED PURPOSES.

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

8 **SECTION 1.** The following shall be codified as Section
9 45-6-16, Mississippi Code of 1972:

10 45-6-16. (1) Any full- or part-time law enforcement officer
11 who is accused of drug use in violation of the employer's policies
12 or state law based upon the results of a urinalysis must be
13 afforded the opportunity to undergo a subsequent more
14 scientifically reliable test before the officer is terminated or
15 is suspended without pay.

16 (2) If a full- or part-time law enforcement officer is
17 required as a condition of employment to submit to a urine test
18 for drug use and the result of the test is positive, the officer
19 may be relieved of duty and placed on administrative leave with
20 pay. The officer is allowed two (2) business days following



21 official written notice of the results to contest the test
22 results. If the officer does not contest the test results within
23 the two-day period, the employer may initiate disciplinary action.
24 If the officer contests the test results within the two-day
25 period, the officer is allowed an additional five (5) days to
26 appear at a certified laboratory and voluntarily submit to the
27 taking of a hair sample for the purpose of a hair follicle test
28 for drug analysis. The hair follicle test is initially at the
29 expense of the officer; however, if the test result is negative,
30 the officer shall be reimbursed the cost of the test by the
31 employer. If the test result is positive, the officer shall bear
32 the cost of the test. If the hair follicle test result is
33 negative for the drug or drugs specified in the urinalysis report
34 and thereby does not support the findings of the urinalysis, then
35 the urinalysis results shall be declared a false positive, and the
36 officer shall be immediately placed back into his previous
37 position of employment.

38 **SECTION 2.** Section 45-6-17, Mississippi Code of 1972, is
39 amended as follows:

40 45-6-17. (1) Any full- or part-time law enforcement officer
41 who does not comply with the provisions of this chapter, or whose
42 certificate has been suspended or revoked under provisions of this
43 chapter, shall not be authorized to exercise the powers of law
44 enforcement officers generally, and particularly shall not be
45 authorized to exercise the power of arrest.



46 (2) Any state agency or political subdivision that employs a
47 person as a full- or part-time law enforcement officer who does
48 not meet the requirements of this chapter, or who employs a person
49 whose certificate has been suspended or revoked under provisions
50 of this chapter, is prohibited from paying the salary of such
51 person, or providing any public monies for the equipment or
52 support of the law enforcement activities of such person except as
53 provided in Section 45-6-16, and any person violating this
54 subsection shall be personally liable for making such payment.

55 **SECTION 3.** This act shall take effect and be in force from
56 and after July 1, 2024.

