

SENATE BILL NO. 2080  
(As Passed the Senate)

1       AN ACT TO AMEND SECTION 25-1-98, MISSISSIPPI CODE OF 1972, TO  
2 EXTEND THE REPEAL DATE ON THE AUTHORITY OF STATE SERVICE AGENCIES  
3 TO ALLOW TELEWORK IN ACCORDANCE WITH A POLICY APPROVED BY THE  
4 STATE PERSONNEL BOARD; AND FOR RELATED PURPOSES.

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

6       **SECTION 1.** Section 25-1-98, Mississippi Code of 1972, is  
7 amended as follows:

8       25-1-98. (1) (a) In addition to any other times required  
9 by statute, all state offices shall be open and staffed for the  
10 normal conduct of business from 8:00 a.m. until 5:00 p.m., Monday  
11 through Friday, except on legal holidays as set forth in Section  
12 3-3-7. The Governor may designate certain state offices and  
13 institutions as providers of essential services and require that  
14 they be open and staffed on legal holidays. The Board of  
15 Directors of the Mississippi Industries for the Blind may, in its  
16 discretion, require that its offices and operations be open and  
17 staffed on legal holidays. Employees required to work on legal  
18 holidays shall earn compensatory leave under the provisions of  
19 Section 25-3-92. No employee shall receive additional vacation or



20 sick leave benefits for working on a legal holiday, nor shall this  
21 section be construed to authorize any additional compensation as  
22 an alternative to the accrual of compensatory leave except as  
23 specifically provided for in a legislative appropriation. The  
24 provisions of this section shall not be construed to limit the  
25 hours of operation of any agency or to abrogate any action taken  
26 during hours other than those stated, nor shall these provisions  
27 apply to any offices that do not customarily stay open five (5)  
28 days a week. The provisions of this section shall not apply to  
29 the military department of the State of Mississippi or to the  
30 armories, field training sites, air bases or other installations  
31 of the Mississippi National Guard.

32 (b) A workday for a state employee in a full-time  
33 employment position shall be eight (8) hours in duration at a  
34 minimum exclusive of time off for meals. The appointing authority  
35 shall develop work schedules which ensure that each full-time  
36 employee works a full workday and shall provide the State Auditor  
37 with a copy of the regular work schedule of the appointing  
38 authority.

39 (2) An appointing authority of any state service agency  
40 within the meaning of Section 25-9-107 may authorize telework for  
41 one or more of its employees in accordance with a telework policy,  
42 approved by the State Personnel Board, as provided in subsection  
43 (3) of this section.

44 (3) In order to implement a telework policy for one or more  
45 of its employees, an appointing authority shall:

46 (a) Determine whether or not telework is in the best  
47 interest of the agency. In doing so, the appointing authority may  
48 seek guidance from the State Personnel Board in determining what  
49 forms of work activities can be effectively and efficiently  
50 managed through a telework arrangement;

51 (b) Establish procedures to protect any information  
52 that is privileged or confidential under state or federal law;

53 (c) Require all teleworking employees to sign a  
54 telework agreement that includes their work schedule, provides for  
55 supervisory oversight through the review of work product and  
56 deliverables on a regular basis, requires the protection of  
57 privileged or confidential information that is managed remotely on  
58 an agency computer or other devices, establishes protocols for  
59 accessibility to coworkers and clients, workplace safety, and any  
60 other matters deemed appropriate by the appointing authority; and

61 (d) Establish work schedules that ensure that some  
62 personnel are at the appointing authority's offices to provide  
63 direct contact with the public.

64 (4) For purposes of subsections (2) and (3) of this section,  
65 the term "telework" shall mean a work flexibility arrangement  
66 under which an employee performs duties, responsibilities, or  
67 other authorized activities from an approved worksite other than  
68 the location from which the employee would otherwise work.

79 (6) The State Personnel Board may promulgate rules for the  
80 administration of this section which shall be binding upon state  
81 service agencies within the meaning of Section 25-9-107.

82                   (7) Subsections (2) through (6) of this section shall stand  
83    repealed on July 1, \* \* \* 2027.

84           **SECTION 2.** This act shall take effect and be in force from  
85 and after July 1, 2025, and shall stand repealed on June 30, 2025.

