

ORDINANCE NO. _____

WHEREAS, an Order was previously passed by the Mayor and City Council of Laurel, Mississippi adopting the City of Laurel Personnel Rules & Regulations Handbook, Fourth Edition, July 22, 2020; and

WHEREAS, the Mississippi Legislature established PERS Tier 5 effective March 1, 2026, modifying the structure of retirement benefits for employees entering the Public Employees' Retirement System on or after that date; and

WHEREAS, under PERS Tier 5, unused sick leave is not eligible for certification toward retirement service credit, unlike previous tiers; and

WHEREAS, the City of Laurel finds it necessary to amend Chapter 7 – Sick Leave Program of its Personnel Rules & Regulations Handbook in order to clarify the treatment of unused sick leave for employees enrolled in PERS Tier 5 and to establish an fiscally responsible and sustainable structure for lump-sum sick leave payments at retirement.

NOW THEREFORE, BE IT ORDAINED by the Mayor and City Council of the City of Laurel that Chapter 7 – Sick Leave Program of the City of Laurel Personnel Rules & Regulations Handbook is hereby amended by adopting the Addendum to Chapter 7 – Sick Leave Program (PERS Tier 5 Employees) attached hereto and incorporated herein by reference.

This amendment establishes provisions applicable only to employees whose initial date of employment with the City of Laurel is March 1, 2026 or later, including the limitation on lump-sum payment of unused sick leave at retirement for employees enrolled in PERS Tier 5.

Employees enrolled in the Public Employees' Retirement System prior to March 1, 2026 (PERS Tiers 1–4) shall continue to be governed by the existing provisions of Chapter 7 of the Personnel Rules & Regulations Handbook.

IT IS FURTHER ORDAINED that the Finance Director and the Human Resources Department are authorized to take any and all actions necessary to implement the provisions of this Ordinance, including budgetary, payroll, and personnel adjustments.

This ordinance shall take effect retroactively to March 1, 2026, to align with the effective date of PERS Tier 5 established by the Mississippi Legislature, and shall apply prospectively to employees whose initial date of employment with the City of Laurel is March 1, 2026 or later.

SO ORDAINED this the 17th day of March, A.D., 2026.

Motion was made by Councilperson Capers seconded by Councilperson Scruggs, that the above and foregoing Ordinance be adopted.

Upon roll call vote, the result was as follows:

YEAS: Capers, Scruggs. Carmichael, Allen

NAYS: None

ABSTAINING: None

ABSENT: Kelly, Thomas, Amos

The President thereupon declared the motion carried and the First Reading of this Ordinance approved this the 17th day of March, A.D. 2026.

PRESIDENT OF THE COUNCIL

ATTESTED AND SUBMITTED TO THE MAYOR BY THE CLERK OF THE COUNCIL ON

_____.

Clerk of the Council

APPROVED () DATE _____

VETOED () DATE _____

MAYOR

ATTEST:

City Clerk
