

CHAPTER 7 – Sick Leave Program

Sec. 7-3(e) Sick Leave Program for PERS Tier 5 Employees

The provisions of this subsection shall apply prospectively to employees whose initial date of employment with the City of Laurel is March 1, 2026 or later, provided the employee is not already an active member of a prior PERS tier through previous employment with a PERS-participating employer.

For employees enrolled in PERS Tier 5, unused sick leave shall not be eligible for certification to the Public Employees' Retirement System of Mississippi for retirement service credit.

Because sick leave is a benefit intended to be used during periods of illness or injury while in active employment with the City, an employee covered under this subsection who separates from service for any reason other than authorized retirement based on years of service or physical disability shall not be entitled to payment or other benefits for accumulated unused sick leave.

Employees enrolled in PERS Tier 5 shall be eligible for payment of unused sick leave only upon retirement, subject to the limitations set forth herein.

The maximum amount of unused sick leave eligible for lump-sum payment at retirement for employees enrolled in PERS Tier 5 shall not exceed two hundred forty (240) hours.

Upon separation from employment for any reason other than retirement, unused sick leave shall be forfeited and shall not be paid.

Employees enrolled in PERS prior to March 1, 2026 (PERS Tiers 1–4), including employees transferring to the City with existing PERS membership, shall remain governed by the provisions set forth in Sections 7-3(a) through (d).