

**ORDINANCE NO. 1784-2026**

**AN ORDINANCE (SECOND READING) AMENDING CHAPTER 7 – SICK LEAVE PROGRAM OF THE CITY OF LAUREL PERSONNEL RULES & REGULATIONS HANDBOOK TO ADDRESS PERS TIER 5 AND TO ESTABLISH LIMITATIONS ON UNUSED SICK LEAVE**

**WHEREAS**, the Mayor and City Council previously considered and approved the First Reading of this Ordinance on March 17, 2026, and now desire to proceed with the Second Reading and final adoption; and

**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 a 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 establishment of a limitation on the lump-sum payment of unused sick leave at retirement for employees enrolled in PERS Tier 5, as set forth in the attached addendum.

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.

**IN ADDITION, BE IT ORDAINED** that this Ordinance shall take effect immediately upon the passage of the Second Reading, in order to ensure the City's Personnel Rules & Regulations Handbook is consistent with the requirements of PERS Tier 5 as established by the Mississippi Legislature and to provide clear and uniform administration of benefits for affected employees.

**SO ORDAINED** this the 21th day of April, 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 Second Reading of this Ordinance approved this the 21<sup>st</sup> day of April, 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

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