



Monthly Service Credit Overview

July 2017

House Bill 899 (2016 Legislative Session) amended how the Public Employees' Retirement System of Mississippi (PERS) awards service credit for periods of service after July 1, 2017.

Service credit is important because it is one of the primary components of the formula for calculating a member's retirement. Prior to July 1, 2017, members were awarded service credit on a quarterly basis. Since July 1, 2017, members receive service credit for each month actually worked.

The following chart demonstrates the current and future method of awarding service credit for time worked after July 1, 2017.

Service Credit Conversion Illustration*

Month	Prior to July 1, 2017		After July 1, 2017	
	Quarterly Accrual	Cumulative Accrual	Monthly Accrual	Cumulative Accrual
July	0.2500	0.2500	0.0833	0.0833 (1 month)
August	0.0000	0.2500	0.0833	0.1667 (2 months)
September	0.0000	0.2500	0.0833	0.2500 (3 months)
October	0.2500	0.5000	0.0833	0.3333 (4 months)
November	0.0000	0.5000	0.0833	0.4167 (5 months)
December	0.0000	0.5000	0.0833	0.5000 (6 months)
January	0.2500	0.7500	0.0833	0.5833 (7 months)
February	0.0000	0.7500	0.0833	0.6667 (8 months)
March	0.0000	0.7500	0.0833	0.7500 (9 months)
April	0.2500	1.0000	0.0833	0.8333 (10 months)
May	0.0000	1.0000	0.0833	0.9167 (11 months)
June	0.0000	1.0000	0.0833	1.0000 (12 months)

* For school employees employed pursuant to a contract, the employee must substantially complete the legal school term in order to receive credit for a full year of service. For employees who work for less than a full contract term, service credit is awarded on the same basis as all other employees.

Earning Credit for Unused, Uncompensated Leave

PERS awards service credit at retirement to members for accumulated, uncompensated unused leave, if eligible. As of July 1, 2017, members who retire will receive service credit for unused, uncompensated leave in monthly increments.

Members earn one quarter (three months) of service credit with their first 15 days (120 hours) of accumulated leave and two quarters (six months) of service credit with their first 78 days (624 hours) of leave. However, from that point forward, individuals accrue an additional month of service credit for every 21 days (168 hours) of accrued leave.

The following chart demonstrates the current and future methods of awarding service credit for accumulated leave for members who retire on or after July 1, 2017.

Unused Leave Conversion Illustration

Leave conversion prior to July 1, 2017			Leave conversion effective July 1, 2017		
Total Hours*	Equivalent No. of 8-Hour Work Days**	Applicable Service Credit Based on No. of 8-Hour Work Days	Total Hours*	Equivalent No. of 8-Hour Work Days**	Applicable Service Credit Based on No. of 8-Hour Work Days
120	15	0.25	120	15	0.2500 (3 months)
288	36	0.25	288	36	0.2500 (3 months)
456	57	0.25	456	57	0.2500 (3 months)
624	78	0.50	624	78	0.5000 (6 months)
792	99	0.50	792	99	0.5833 (7 months)
960	120	0.50	960	120	0.6667 (8 months)
1128	141	0.75	1128	141	0.7500 (9 months)
1296	162	0.75	1296	162	0.8333 (10 months)
1464	183	0.75	1464	183	0.9167 (11 months)
1632	204	1.00	1632	204	1.0000 (12 months)
1800	225	1.00	1800	225	1.0833 (13 months)
1968	246	1.00	1968	246	1.1667 (14 months)

* 120 hours for first month and 168 hours for each subsequent month

** 15 days for first month and 21 days for each subsequent month

PERS is here to help you with any questions you may have about your retirement system. Please call or e-mail us if you need further explanation, 800-444-7377, 601-359-3589, or customerservice@pers.ms.gov.