

**AN AMENDED ORDINANCE PROVIDING FOR  
A SICK LEAVE SHARING PROGRAM**

**WHEREAS**, it is advantageous and desirable to provide a method whereby County personnel can amongst themselves engage in the program and activity of sharing sick leave; and

**WHEREAS**, and in order to provide for the orderly administration of county government in Scott County; and

**WHEREAS**, this Ordinance seeks the general welfare by providing a clear and concise procedure for the operation of Scott County Government.

**NOW, THEREFORE, BE IT ORDAINED BY THE SCOTT COUNTY  
FISCAL COURT, COMMONWEALTH OF KENTUCKY:**

**SECTION I. PROVISION BEING AMENDED - NEW LANGUAGE IS  
UNDERLINED - LANGUAGE WHICH IS UNCHANGED IS NOT MARKED -  
SUPERCEDED LANGUAGE IS SHOWN AS STRICKEN.**

**The Scott County Leave Sharing Program is hereby created.**

(A) An employee who has accrued a sick leave balance of more than 80 hours may request that the Department or Agency for which the employee works make available for transfer a specified amount of his or her sick leave or vacation time balance to another named employee authorized to receive said leave under subsection (2) of this section. However, the employee may not request a transfer of an amount of leave that would result in reducing his or her sick leave balance to less than 80 hours.

**SECTION II. Conditions Permitting Employees to Receive Leave.**

The Scott County Fiscal Court, with approval of the head of Department or Agency involved, may permit an employee to receive leave under this section if:

(a) The employee or a member of his immediate family suffers from a medically certified illness, injury, impairment, or physical or mental condition which has caused, or is likely to cause, the employee to go on leave for at least ten (10) consecutive working days;

(b) The employee's need for absence and use of leave are certified by a licensed practicing physician.

(c) The employee has exhausted his accumulated sick leave, annual leave, and compensatory leave balances; and

(d) The employee has complied with administrative code governing the use of sick leave.

**SECTION III. Fiscal Court to Make Decision.**

The Scott Fiscal Court shall determine the amount of leave, if any, which an employee within his or her Department or Agency may receive under subsection (2) of this Ordinance.

**SECTION IV. Transfer of Leave.**

With the approval of the Scott Fiscal Court, leave may be transferred from an employee of one Department or Agency to an employee of another Department or Agency.

**SECTION V. Benefits While on Leave.**

While an employee is on leave transferred under this Ordinance, he or she shall be deemed a County employee and shall receive the same treatment with respect to salary, wages and employee benefits.

**SECTION VI. Unused Transferred Leave.**

Any leave transferred under this section which remains unused shall be returned to the employees who transferred the leave when the Scott Fiscal Court finds that the leave is no longer needed and will not be needed at a future time in connection with the illness or injury for which the leave was transferred to an employee in his Department or Agency.

**SECTION VIII. This Ordinance shall take effect upon passage and publication.**

WHEREUPON, this Ordinance, after being duly read, was given first reading on MAY 14, 2004; second reading passed and approved on MAY 27, 2004.

SCOTT COUNTY FISCAL COURT

BY: George Lusby  
GEORGE LUSBY

ATTEST:

Martha Neclerio  
MARTHA NECLERIO  
CLERK

sickleave