

96-004

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

WHEREAS, it is a valid request 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 for the establishment and operation of a Scott County Sick Leave Sharing Program;

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

SECTION I. 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 balance to another named employee authorized to receive said leave pursuant to this section. However, an employee may not request a transfer of an amount of leave which would result in reducing his or her sick leave balance to less than 80 hours.

SECTION II. Conditions Permitting Employee 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 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.