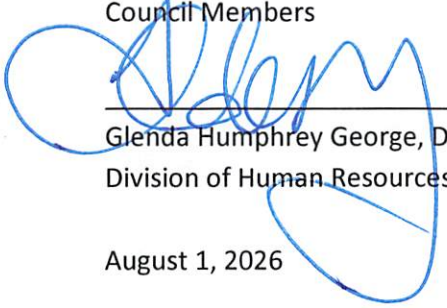




M E M O R A N D U M

TO: Linda Gorton, Mayor
Sally Hamilton, Chief Administrative Officer
Council Members

FROM: 
Glenda Humphrey George, Director
Division of Human Resources

DATE: August 1, 2026

SUBJECT: Authorization to Create Ordinance Section 21-54 - Sick Leave Bank

Request:

We request authorization to create Section 21-54 of the Lexington-Fayette Urban County Government Code of Ordinances to establish a Sick Leave Bank Program for classified and unclassified employees.

Why are you requesting:

The program is intended to support employees who experience a qualifying disabling illness or injury and have exhausted all available paid leave, including sick, vacation, and holiday leave. It responds to limitations in the existing sick leave transfer policy and aims to provide a fair, consistent method for supporting employees during extended medical hardships.

With the creation of the new program, all remaining sick leave from employees who separate from employment (without being eligible for payout under other ordinances) is automatically deposited into a central sick leave bank. Eligible employees may receive up to six weeks of banked sick leave per calendar year. Employees not eligible for the Sick Bank Program per Section 21-54 will still have access to the existing sick leave transfer policy.



The Director of Human Resources will establish reasonable rules and regulations for implementation and administration by the Division of Human Resources.

File Number: 0630-26

Director/Commissioner:

Glenda Humphrey George/Sally Hamilton

If you have questions or need additional information, please contact Alana Morton (859) 258-3037.

