

ORDINANCE NO. _____ - 2024

AN ORDINANCE AMENDING SECTION 21-37.3 OF THE CODE OF ORDINANCES OF THE LEXINGTON-FAYETTE URBAN COUNTY GOVERNMENT, RELATING TO PAID PARENTAL LEAVE, AS FOLLOWS: AMENDING SECTION 21-37.3(A) TO DEFINE QUALIFYING EVENT TO INCLUDE PLACEMENT FOR ADOPTION OF A NEWLY ADOPTED CHILD WITH THE EMPLOYEE; AMENDING SECTION 21-37.3(B) TO AUTHORIZE UP TO FOUR (4) WEEKS OF PAID PARENTAL LEAVE FOR PLACEMENT FOR ADOPTION OF A NEWLY ADOPTED CHILD OR FOR FOSTER CARE PLACEMENT OR KINSHIP PLACEMENT OF A CHILD WITH THE EMPLOYEE; AMENDING SECTION 21-37.3(C) TO REQUIRE APPROPRIATE DOCUMENTATION; AND CREATING A NEW SECTION 21-37.3(D) TO AUTHORIZE THE DIRECTOR OF HUMAN RESOURCES, ON RECOMMENDATION TO AND WITH APPROVAL OF THE CHIEF ADMINISTRATIVE OFFICER, TO FIND THAT SPECIAL CIRCUMSTANCES EXIST TO AUTHORIZE THE USE OF PAID PARENTAL LEAVE, CONSISTENT WITH THE GOALS AND OBJECTIVES OF PAID PARENTAL LEAVE, ALL EFFECTIVE UPON PASSAGE OF COUNCIL.

BE IT ORDAINED BY THE COUNCIL OF THE LEXINGTON-FAYETTE URBAN COUNTY GOVERNMENT:

Section 1 – That Section 21-37.3(a)(3) of the Code of Ordinances of the Lexington-Fayette Urban County Government be and hereby is amended to read as follows:

Sec. 21-37.3 - Paid Parental Leave.

(a) *Definitions.* The following definitions shall apply to this section:

[...]

(3) *Qualifying event* means the birth of an employee’s child, the ~~finalization of~~ placement for adoption of a newly adopted child ~~of~~ with an employee, or the foster care or kinship placement of a newly placed child by an employee, ~~provided that such birth, adoption, or foster care or kinship placement occurred on or after July 1, 2022.~~

Section 2 – That Sections 21-37.3(b)(2) and (3) of the Code of Ordinances of the Lexington-Fayette Urban County Government be and hereby are amended to read as follows:

(b) *Paid Parental Leave.* LFUCG employees shall be eligible to receive paid parental leave due to the birth of the employee’s child, the ~~finalization of~~ placement for adoption ~~for~~ of a newly adopted child, or the foster care of a newly placed child, in accordance with the following provisions:

[...]

(2) Employees shall have experienced a qualifying event as defined by this section and must be the parent of a newly born child, or have ~~finalized the adoption~~ accepted the placement of a child for adoption and reside in the same household as the

newly adopted child, or have received a child by foster care or kinship placement.

(3) An eligible employee may utilize up to four (4) weeks of paid parental leave at 100% of the employee’s base pay per birth, upon placement for adoption of a newly adopted child with the employee, or ~~adoption event or up to two (2) weeks of paid parental leave at 100% of the employee’s base pay~~ upon placement of a child in foster care or kinship placement with the employee. Paid parental leave will be based on the employee’s normal rate of pay, not including premiums or overtime.

Section 3 – That Section 21-37.3(c)(2)(b) of the Code of Ordinances of the Lexington-Fayette Urban County Government be and hereby is amended to read as follows:

(c) *Requesting Paid Parental Leave.* In order to be eligible to receive paid parental leave, an employee must comply with the following:

[...]

(2) An eligible employee will be required to furnish the following documentation to support paid parental leave:

[...]

(b) In the case of placement for adoption of a newly adopted child, the employee shall furnish appropriate ~~adoption~~-documentation.

Section 4 – That Section 21-37.3(d) of the Code of Ordinances of the Lexington-Fayette Urban County Government be and hereby is created to read as follows:

(d) *Special Circumstances.* Consistent with the goals and objectives of paid parental leave, the director may, on recommendation to and with approval of the chief administrative officer, find that special circumstances exist in an individual situation and may authorize the employee’s use of paid parental leave.

Section 5 – That this Ordinance shall become effective on the date of its passage.

PASSED URBAN COUNTY COUNCIL:

MAYOR

ATTEST:

CLERK OF URBAN COUNTY COUNCIL
PUBLISHED: