

**MOTION TO WALK ON**

I move to place on the docket for the September 28, 2023 Council meeting, under Ordinances – First Reading, an ordinance amending Section 21-35(a) of the Code of Ordinances, to authorize up to ten (10) days of bereavement leave in the case of a death in the immediate family of any probationary or permanent classified civil service employee, effective July 1, 2023.

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COUNCILMEMBER

Motion to be made at the Council meeting on September 28, 2023

ORDINANCE NO. 110 - 2023

AN ORDINANCE AMENDING SECTION 21-35(A) OF THE CODE OF ORDINANCES OF THE LEXINGTON-FAYETTE URBAN COUNTY GOVERNMENT TO AUTHORIZE UP TO TEN (10) DAYS OF BEREAVEMENT LEAVE IN THE CASE OF A DEATH IN THE IMMEDIATE FAMILY OF ANY PROBATIONARY OR PERMANENT CLASSIFIED CIVIL SERVICE EMPLOYEE, EFFECTIVE JULY 1, 2023.

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WHEREAS, the Lexington-Fayette Urban County Government ("LFUCG") desires to remain competitive by improving the benefits offered to employees in order to recruit talented individuals to work for LFUCG and in order to encourage existing employees to continue working for LFUCG; and

WHEREAS, LFUCG recognizes that a death in the immediate family of any probationary or permanent classified civil service employee may present emotional, physical, and/or financial hardships to the employee; and

WHEREAS, LFUCG desires to amend the existing bereavement leave ordinance to expand the benefit for employees who experience a death in their immediate family from a maximum of three (3) days of bereavement leave to a maximum of ten (10) days of bereavement leave.

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

Section 1 – That Section 21-35(a) of the Code of Ordinances of the Lexington-Fayette Urban County Government be and hereby is amended to read as follows:

**Sec. 21-35. - Bereavement leave.**

(a) In the case of death in the employee's immediate family, up to ten (10) days bereavement leave may be utilized by any probationary or permanent classified civil service employee. Such leave shall be treated as permitted absence without loss of pay so long as notice is given and, if requested, substantiation of death later provided. The immediate family for this purpose shall be deemed to include: spouse, qualified adult, children, foster children, parents/legal guardians, brothers/sisters, half-siblings, grandchildren, grandparents, great-grandparents (includes "in-laws", "step" and "qualified adult" relationships).

Section 2 – That this Ordinance shall be effective as of July 1, 2023.

PASSED URBAN COUNTY COUNCIL: September 28, 2023

*Linda Gorton*

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MAYOR

ATTEST:

*[Signature]*

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CLERK OF URBAN COUNTY COUNCIL

PUBLISHED: October 5, 2023-1t

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