

POLICY 506

OTHER LEAVE

Effective 01-01-2020, Resolution No. 044-19

It is the policy of Johnson County Government to attract and retain talented employees and to care for those employees by providing a variety of paid and unpaid leave options, in addition to sick leave and vacation, that will allow eligible employees to attend to family matters, fulfill military and civic duties, and enjoy a healthy work/life balance. Johnson County Government will comply with all federal and state laws pertaining to leave including the Family and Medical Leave Act of 1993 (FMLA), the Uniformed Services Employment and Reemployment Rights Act of 1994 (USERRA), and Kansas law providing for unpaid leave for victims of domestic violence and sexual assault.

The County will provide full-time regular, part-time partial-plus, and part-time partial benefit employees with paid bereavement leave, civic leave, caregiver leave, and parental leave. The County will provide military leave to employees pursuant to the terms of USERRA. The County will pay a portion of such leave for full-time, regular and part-time partial-plus employees. The County will also provide unpaid leave to employees eligible for leave under the FMLA, and Kansas statutes, or other circumstances under which it deems leave to be appropriate.

The County Manager will establish Human Resources Procedures to implement all leave authorized by this policy and to establish the terms and conditions of such leave, including the amount of paid leave, if any, available to employees, provided that the amount of paid time off for any one type of leave may not exceed thirty days.

The County Manager will also establish a Human Resources Procedure authorizing employees to share accrued sick leave and vacation hours with employees who have suffered a catastrophic injury or illness or whose family member has suffered such an injury or illness.