

**ORDINANCE NO. 230.30**

**AN ORDINANCE RELATING TO  
ADDITIONS TO THE ADMINISTRATIVE CODE FOR SIMPSON COUNTY**

WHEREAS, The Simpson County Fiscal recognizes the need for additions to the current version of the Administrative Code established by Ordinance No. 230.27 and adopted at a duly convened meeting held March 17, 2020, and

WHEREAS, It is the desire of the Simpson County Fiscal Court that this amendment to the current Administrative Code be effective immediately.

NOW THEREFORE, BE IT ORDAINED BY THE FISCAL COURT OF THE COUNTY OF SIMPSON, COMMONWEALTH OF KENTUCKY THAT: SIMPSON COUNTY FISCAL COURT ORDINANCE NO. 230.30 AUTHORIZES THE ADDITION TO THE CURRENT ADMINISTRATIVE CODE OF **SECTION 3.13 A. 4 & 5 AND D. STATUS OF EMPLOYMENT AND SECTION 3.45 PARENTAL LEAVE B & C** TO CHAPTER 3, PERSONNEL ADMINISTRATION.

**Section 3.13 Status of Employment**

- A. All employees shall be designated as full-time, part-time, seasonal, or temporary.
  - 1. Full-time employee – An employee who works 35 hours per week or more on a regular scheduled basis.
  - 2. Part-time employee – An employee who works less than 35 hours per week on a regular scheduled basis.
  - 3. Seasonal employee – An employee who works in a position which is of a seasonal nature (full-time or part-time) and works no more than nine (9) months during a fiscal year.
  - 4. Temporary employee – An employee who is brought in to work on a specific task for a defined time period.
  - 5. Regardless of employment status, all employees will be compensated by either an hourly rate or annual salary as set by the Fiscal Court.
- B. Only full-time or part-time employees may occupy established positions.
- C. Full-time employees shall be entitled to all benefits provided by Simpson County. Employees may be entitled to health insurance benefits, even if in a position designated at less than full-time, depending on applicable federal law.
- D. No County employee, full or part time, shall be employed by an outside vendor or supplier of goods and/or services to the County department or office within which they work.

**Section 3.45: Parental Leave**

- A. Maternity leave may be granted for full-time employees with temporary disability due to pregnancy, childbirth, or any impairment hereof, and miscarriages for a period not to exceed twelve (12) weeks. Up to six (6) weeks of maternity leave shall be with pay. The employee may use accrued leave, any compensatory time (if applicable) and the remaining period off without pay.
- B. Two weeks of paid paternity leave may be granted to full-time employees upon the birth of their child.
- C. Two weeks of paid parental leave may be granted to full-time employees upon the adoption of a child.

IT IS FURTHER ORDERED that the County Judge Executive is hereby authorized to execute said ordinance.

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|---------------------|----------------|
| <u>June 6, 2023</u> | FIRST READING  |
| <u>July 5, 2023</u> | SECOND READING |

At a meeting of the Fiscal Court of the County of Simpson, Kentucky, held on July 5, 2023, on motion made by Magistrate Scott Poston and seconded by Magistrate Marty Chandler, the foregoing ordinance was adopted, after full discussion, by the following vote:

|            |                |
|------------|----------------|
| <u>YES</u> | Jeffrey Burr   |
| <u>YES</u> | Marty Chandler |
| <u>YES</u> | Scott Poston   |
| <u>YES</u> | Myron Thurman  |
| <u>YES</u> | Mason Barnes   |

  
Mason Barnes, Simpson County Judge Executive

ATTEST:   
Pam Rohrs, Simpson County Fiscal Court Clerk