

THE BOARD OF COUNTY COMMISSIONERS
OF
FRANKLIN COUNTY, KANSAS

RESOLUTION 06 -078

A RESOLUTION AMENDING THE *MANUAL OF PERSONNEL RULES AND REGULATIONS TO INCLUDE VICTIMS OF VIOLENCE LEAVE*

WHEREAS, K.S.A. 19-101, provides that a county may exercise the powers of home rule to determine its local affairs and government authorization under the provisions of K.S.A. 19-101a; and

WHEREAS, the supervision of county employees with regards to personnel rules, regulations, and related administrative procedures and policies is a permissible exercise of home rule power, pursuant to K.S.A. 19-101a; and,

WHEREAS, the Board of County Commissioners desires to amend the Personnel Rules and Pay Plan; and

WHEREAS, the Board of County Commissioners believes that amending the Personnel Rules and Pay Plan is in the best interests of County Employees and the County itself;

THEREFORE, BE IT RESOLVED
BY
THE BOARD OF FRANKLIN COUNTY COMMISSIONERS,

That the Franklin County Rules and Pay Plan adopted by Resolution 06-32 are hereby amended to include Section 5.14.

5.14Victim of Violence Leave

An employee is eligible for leave if they are the victim of domestic violence and/or sexual assault. If an employee who is the victim of domestic violence or sexual assault shall be provided leave for any of the following:

- a.Obtain any relief including but not limited to a temporary restraining order or temporary or injunctive relief to protect themselves or their child or children; or
- b.Seek medical attention for injuries caused by sexual or domestic violence; or
- c.Obtain services from a domestic violence shelter, domestic violence program or rape crisis center as the result of domestic violence or sexual assault; or
- d.Make a court appearance in the aftermath of domestic violence or sexual assault.

In order to qualify for this leave the employee shall give reasonable advance notice unless such

notice in not feasible. Within forty-eight hours of returning from leave the employee shall provide documentation that supports the need for the requested leave which may include any of the following:

- a.A police report verifying that the employee was the victim of domestic violence or sexual assault; or
- b.A court order of protection or other evidence from the court or the prosecuting attorney; or
- c.Documentation from a medical professional, domestic violence advocate or advocate for victims of sexual assault, health care provider or counselor for the employee verifying that the employee was undergoing treatment for physical or mental injuries or abuse resulting from the victimization from an act of domestic violence or sexual assault.

The request for leave and any documentation presented by the employee to the employer shall remain confidential.

Employees shall first utilize accrued paid leave. This includes vacation leave, sick leave or personal days. If an employee does not have accrued leave the employee shall be granted unpaid leave not to exceed a total of eight calendar days per year.

This addition to the Franklin County Personnel Rules and Pay Plan shall be effective January 1, 2007.

Passed and adopted in regular session this 13th day of December 2006.

/s/ John E. Taylor
John E. Taylor
Chairman

/s/ Roy C. Dunn
Roy Dunn
Vice-chairman

/s/ Donald C. Hay
Donald Hay
Stottlemire
Commissioner

/s/ Donald E. Waymire
Donald Waymire
Commissioner

/s/ Donald R. Stottlemire
Donald
Commissioner

Attested and Recorded, this 13th day of December 2006.

/s/ Shari Perry
Shari Perry

County Clerk

