

July 1, 2015, so there would be some amount of cost associated with providing sick leave time to these employees.

KLC states that the biggest issue may relate to record keeping and policy changes to comply. Cities may need to redo their personnel policies and employee handbook to ensure compliance, which would need to be reviewed and approved by their city attorney. KLC further states that some cities have tried to implement excessive absence policies, which may be preempted by this legislation and the bill would likely lead to additional legal complaints, which would cost cities money to process.

Data Source(s): Kentucky League of Cities

Preparer: John V. Ryan **Reviewer:** JWN **Date:** 3/18/16