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RESOLUTION NO. 14-2020

**A RESOLUTION AMENDING THE PERSONNEL POLICY FOR EMPLOYEES OF  
CHEROKEE COUNTY, KANSAS, REGARDING FUNERAL AND BEREAVEMENT  
LEAVE.**

**BE IT RESOLVED BY THE BOARD OF COUNTY COMMISSIONERS OF  
CHEROKEE COUNTY, KANSAS, THAT THE FOLLOWING RESOLUTION BE  
ADOPTED:**

**SECTION 1. GENERAL AUTHORITY.** K.S.A. 19-101, *et. seq.*, and K.S.A. 19-212 authorize the Board of County Commissioners of Cherokee County, Kansas, to transact all County business and perform all powers of local legislation deemed appropriate, and to make all contracts and do all other acts in relation to the property and concerns of the County necessary to the exercise of its corporate or administrative powers.

**SECTION 2. LEGISLATIVE ACTION.** The Cherokee County Personnel Policy, Section V-7, shall be amended to include grandmother-in-law and grandfather-in-law as immediate family for the purpose of funeral leave.

**New Section V-7. Funeral and Bereavement Leave.** All regular full-time and regular part-time employees of the County shall be allowed up to three (3) days with pay for death in the immediate family. Immediate family for the purpose of funeral leave is defined as spouse, parent, child, grandchild, brother or sister, grandparent, step-relation of the same degree, mother-in-law, father-in-law, **grandmother-in-law, grandfather-in-law**, brother-in-law and sister-in-law, son-in-law and daughter-in-law. If more than three (3) days of leave are necessary, other paid leave may be used. In case of death of a family member while the employee is on vacation leave, the vacation will be extended up to three (3) days.

An employee who improperly claims funeral and bereavement leave shall be subject to disciplinary action, including loss of pay or dismissal.

**SECTION 3. INCORPORATION.** The amended Section V-7 Funeral and Bereavement Leave is incorporated into the Personnel Policy Handbook For Cherokee County, Kansas.

**SECTION 4. ACKNOWLEDGMENT.** Every Cherokee County employee shall be provided a copy of the amended Section V-7 Funeral and Bereavement Leave policy.

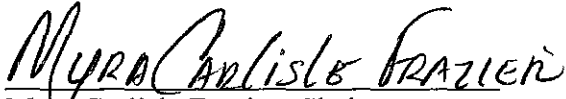
Employees shall sign an acknowledgment that he or she has received a copy and understands the contents. Signed acknowledgments shall be maintained in employees' personnel files.


**SECTION 5. PUBLICATION.** The County Clerk shall cause this resolution to be published in the official County Newspaper.

**SECTION 6. CONFLICT.** All resolutions, County policies or parts thereof, in conflict herewith are hereby expressly repealed insofar and they conflict herewith.

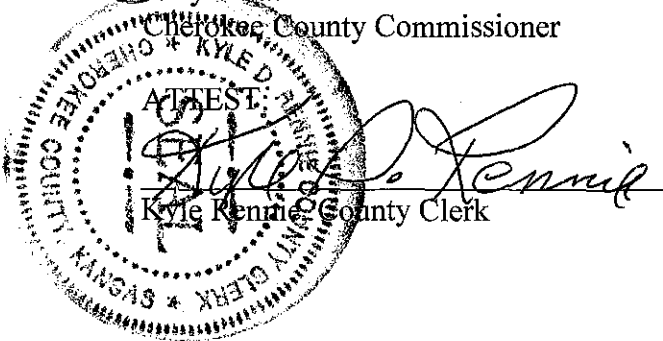
**SECTION 7. EFFECTIVE DATE.** This resolution shall be effective upon passage.

**PASSED AND APPROVED** this 4 day of May, 2020, by the Board of County Commissioners of Cherokee County, Kansas.

  
Myra Carlisle Frazier, Chair  
Cherokee County Commissioner

  
Neal Anderson  
Cherokee County Commissioner

  
Cory Moates  
Cherokee County Commissioner



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