



Commonwealth of Kentucky Personnel Cabinet

Andy Beshear, Governor

Mary Elizabeth Bailey, Secretary

FOR IMMEDIATE RELEASE

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Gov. Beshear Proposes Additional Paid Leave For State Employees Who Are Battling Serious Health Conditions Or New Parents

*If approved, leave could be available to employees as early as the summer of
2025*

FRANKFORT, Ky. (Dec. 12, 2024) – To further position state government as the commonwealth’s employer of choice, the Beshear-Coleman administration is preparing to make available six weeks of additional paid leave to eligible Executive Branch state employees who have serious health conditions or are welcoming a new child through birth, adoption or foster care.

The state’s Personnel Cabinet intends to file an amendment to Title 101 of the Kentucky Administrative Regulations on Dec.16, 2024. The paid leave option is expected to be available to eligible employees as early as the summer of 2025. The proposed paid leave is an enhancement to the robust leave package currently available to Executive Branch state employees.

“We’re seeing record-breaking economic growth and creating good-paying jobs. We’re making sure our families can pay their bills at the end of each month. Part of this work includes making sure that Kentucky is leading the way when it

comes to employee benefits,” Gov. Beshear said. “I am proud that we are adding the option to obtain additional leave for when our employees are sick or welcoming a new family member. This is the right thing to do for our public servants who have dedicated their career to helping others.”

Proposed Paid Leave for Executive Branch State Employees

Executive Branch employees will be eligible to receive this leave at three intervals during their career: on an employee’s first day of hire, then at 10 and 20 years of service. This leave does not accumulate from one interval to the next.

On day one of hire, the new employee will be eligible for six weeks of paid leave for the birth, adoption or fostering of a child or for a serious health condition as defined by the Family Medical Leave Act (FMLA). This leave may be utilized between day one and year ten of employment.

At 10 years of employment, an employee will be eligible again for six weeks of paid leave for the birth, adoption or fostering of a child or for a serious health condition as defined by the FMLA. This leave may be utilized between year 10 and year 20.

At 20 years of employment, an employee will be eligible again for six weeks of paid leave for the birth, adoption or fostering of a child or for a serious health condition as defined by the FMLA. This leave may be utilized from year 20 through the end of their career.

Upon the effective date of the amendment, current Executive Branch state employees will immediately be eligible for the leave.

“We are always looking for ways to expand employee benefits, and we have made remarkable progress over the past five years. This is just one more way that we can holistically support our employees as they support their fellow Kentuckians through public service,” said Mary Elizabeth Bailey, secretary of the Kentucky Personnel Cabinet.

The proposed leave will be funded through the existing Executive Branch budget.

In addition to this initiative, Gov. Beshear previously [announced](#) that health insurance coverage will be available on the first day of hire for new state employees beginning January 1, 2025.

Since the beginning of his administration, following years of no significant pay increases, Gov. Beshear has also worked with the General Assembly to secure four across-the-board pay increases for Executive Branch employees that will total a combined 20% hike by the next fiscal year. This work has had an impact that can be seen in state hiring and retention, especially in critical and hard-to-fill roles within the state. Over the past year, nursing staff has increased by 114 and over the past three years, social work staff has increased by 133.

Gov. Beshear's administration also enacted a [second-chance employment program](#), a [paid internship program](#) and leadership development programs.

State employees who adopt children can also receive a reimbursement, stipend or combination of the two to help cover adoption expenses as well as offset future medical or educational expenses. [Click here](#) to learn more.

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