

STATE OF KANSAS

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GOVERNOR JEFF COLYER, M.D.

**EXECUTIVE ORDER 18-19**

**Paid Parental Leave for State of Kansas Employees**

**WHEREAS**, time spent by new parents bonding and nurturing the newest member of their family is linked to better infant health and development; and

**WHEREAS**, paid time off for new mothers increases the likelihood that they will return to their position, has a positive impact on their work productivity once they return, and decreases the likelihood they will require government assistance within their new child's first year; and

**WHEREAS**, paid time off for new fathers is strongly connected with a more active involvement with their children and parental activities; and

**WHEREAS**, many employers offer paid parental leave to recruit and retain new parents; and

**WHEREAS**, the State of Kansas workforce should strive to recruit the best and brightest individuals to serve the citizens of Kansas; and

**WHEREAS**, paid parental leave will lead to stronger families and communities, which will in turn make Kansas a better place to live, work, and raise a family.

**NOW, THEREFORE**, pursuant to the authority vested in me as Governor of the State of Kansas, I hereby order the following for all State of Kansas employees of all agencies, departments, or other entities in the Executive Branch under my jurisdiction:

1. Every parent shall be eligible to receive paid parental leave following the birth or adoption of a child.
  - a. Every parent who is the primary caregiver shall receive six weeks of paid parental leave.

- b. Every parent who is the secondary caregiver shall receive three weeks of paid parental leave.
  - c. If both parents are state employees, each parent shall receive parental leave, which may be taken concurrently, consecutively, or at different times.
2. Paid parental leave authorized under this Executive Order provides leave with 100 percent of regular salary.
3. Employees utilizing paid parental leave shall continue to accrue vacation and sick leave in accordance with State rules and regulations during the period of parental leave. Official and observed holidays for the State of Kansas shall not be counted against parental leave.
4. Paid parental leave shall run concurrently with Family and Medical Leave Act leave if the employee is eligible.
5. Paid parental leave is available for any birth or adoption that occurs on or after the effective date of this Executive Order.
6. The Office of Personnel Services within the Kansas Department of Administration shall issue guidelines and establish leave codes to implement this policy and make such information available to State of Kansas agencies and employees.
7. Paid parental leave shall be taken within the 12 weeks immediately following the birth or adoption of a child. Paid parental leave may not be donated and any such leave not utilized within the 12-week period referenced above shall be forfeited.
8. Paid parental leave is available to all benefits-eligible State of Kansas employees of agencies, departments or other entities under the Governor's jurisdiction, whether employed in a classified or unclassified position or on a full or part-time basis.
9. Other statewide elected officials, independent boards and commissions, the Regents Universities and the Judicial and Legislative Branches are encouraged to adopt comparable policies for their employees.

This document shall be filed with the Secretary of State as Executive Order No. 18-19 and shall become effective immediately.

**THE GOVERNOR'S OFFICE**

BY THE GOVERNOR \_\_\_\_\_

DATED \_\_\_\_\_

*[Handwritten signature]*  
*21 Nov 18*

*Kris W. Kobach*  
Secretary of State

*[Handwritten signature]*  
Asst. Secretary of State

**FILED**  
NOV 21 2018  
KRIS W. KOBACH  
SECRETARY OF STATE