



MATTHEW G. BEVIN
GOVERNOR

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DATE 10-28-19
ALISON LUNDERGAN GRIMES
SECRETARY OF STATE
COMMONWEALTH OF KENTUCKY
BY Alan

EXECUTIVE ORDER

Secretary of State
Frankfort
Kentucky

2019-787
October 22, 2019

WHEREAS, the placement of children in a safe, secure, and loving environment is in the best interest of all Kentuckians; and

WHEREAS, adoption is an important means by which children find nurturing and secure homes to grow, learn, and realize their full potential; and

WHEREAS, adoptions benefit the child being adopted, the birth family, the adoptive family, and society as a whole; and

WHEREAS, in addition to private adoptions, adoption out of the Commonwealth's foster care system is critical to providing loving and stable homes for so many children; and

WHEREAS, more than 10,000 children are currently in out-of-home care in Kentucky, many of whom are waiting for their forever families; and

WHEREAS, families often choose to adopt to save a child who otherwise might grow up without the benefit of a loving and supportive family; and

WHEREAS, the Commonwealth's Executive Branch has demonstrated a commitment to supporting families by implementing financial adoption assistance programs for its employees; and

WHEREAS, Kentucky state government should continue to demonstrate its commitment to the placement of children in adoptive homes by developing programs to increase the number of adoptions; and

WHEREAS, the Personnel Cabinet and the Cabinet for Health and Family Services are authorized pursuant to KRS Chapters 12, 18A, and 199 to administer incentive, morale, and adoption programs; and



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WHEREAS, the Personnel Cabinet established an adoption benefit program in 1998 for the Commonwealth's state employees whereby actual costs associated with an adoption were reimbursed; and

WHEREAS, no changes have been made in the Commonwealth's adoption benefit program for over twenty years and certain modifications would be beneficial to encourage greater numbers of adoptions in the state; and

WHEREAS, enhancing the benefits offered to executive branch employees who adopt children privately or through the foster care system is in the best interest of all Kentuckians:

NOW, THEREFORE, I, MATTHEW BEVIN, Governor of the Commonwealth of Kentucky, by virtue of the authority vested in me by Section 69 of the Kentucky Constitution do hereby Order and Direct the following:

- I. Executive Order 98-1443 is hereby rescinded.
- II. Effective October 22, 2019, the Secretary of the Personnel Cabinet and the Secretary of the Cabinet for Health and Family Services (hereinafter "Secretaries") shall enhance the state employee adoption benefit program to provide financial assistance to eligible state employees who become legal adoptive parents of children on or after the effective date of this Order. Financial assistance shall consist of providing up to Seven Thousand Dollars (\$7,000) to employees who adopt a special needs child, as defined by KRS 199.555(1), and up to Five Thousand Dollars (\$5,000) to employees who adopt any other child, in the form of a stipend and/or reimbursement of direct costs. Direct costs related to the adoption of a child shall include licensed adoption agency fees, legal fees, medical costs (not paid by insurance, Medicaid, or other available resources), court costs, or any other reasonable fees or costs associated with the legal adoption of a child.
- III. The funds provided to state employees for child adoption shall be sourced from existing funds of the agency employing the eligible state employee, if sufficient funds are available. The Secretaries shall cause to be implemented or promulgated any policies or administrative regulations necessary to facilitate these adoption benefits to state employees, including such policies and regulations as are necessary to provide reasonable leave time to state employees that have adopted children. Such leave time shall be administered in a manner that is the same as or similar to leave time provided for state employees that are biological parents of children.



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- IV. The Personnel Cabinet shall continue to be the single agency designated as the lead entity to administer this child adoption benefit for state employees.
- V. The terms and provisions of this Executive Order are and shall become effective as of October 22, 2019.


ALISON LUNDERGAN GRIMES
Secretary of State


MATTHEW G. BEVIN, Governor
Commonwealth of Kentucky