

COMMONWEALTH OF KENTUCKY
PERSONNEL BOARD
APPEAL NO. 2020-073

JAMIE CASTLE

APPELLANT

VS. **FINAL ORDER SUSTAINING HEARING OFFICER'S
FINDINGS OF FACT, CONCLUSIONS OF LAW
AND RECOMMENDED ORDER AS ALTERED**

**JUSTICE AND PUBLIC SAFETY CABINET,
DEPARTMENT OF CORRECTIONS**

APPELLEE

* * * * *

The Board, at its regular August 2021 meeting, having considered the Findings of Fact, Conclusions of Law and Recommended Order of the Hearing Officer dated June 23, 2021, (Appellant's motion for oral argument was filed, returned as untimely, and not considered by the Board), Appellee's Objection to Appellant's Motion for Oral Argument, and being duly advised,

IT IS HEREBY ORDERED that the Findings of Fact, Conclusions of Law and Recommended Order of the Hearing Officer be altered as follows:

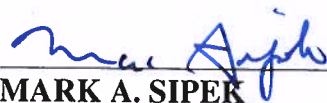
A. **Delete** Background paragraph 52.

IT IS FURTHER ORDERED that the Findings of Fact, Conclusions of Law and Recommended Order of the Hearing Officer, as Altered, be and they hereby are, approved, adopted and incorporated herein by reference as a part of this Order, and Appellant's appeal is **DISMISSED**.

The parties shall take notice that this Order may be appealed to the Franklin Circuit Court in accordance with KRS 13B.140 and KRS 18A.100.

SO ORDERED this 25th day of August, 2021.

KENTUCKY PERSONNEL BOARD



MARK A. SIPER
SECRETARY

A copy hereof this day mailed to:

Hon. Jesse Robbins
Hon. Ned Pillersdorf
Rodney Moore
Hon. Rosemary Holbrook (Personnel Cabinet)

**COMMONWEALTH OF KENTUCKY
PERSONNEL BOARD
APPEAL NO. 2020-073**

JAMIE CASTLE

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VS.

**FINDINGS OF FACT, CONCLUSIONS OF LAW
AND RECOMMENDED ORDER**

**JUSTICE AND PUBLIC SAFETY CABINET,
DEPARTMENT OF CORRECTIONS**

APPELLEE

**** ** ** ** ** ****

This matter came for evidentiary hearing on March 29, 2021, at 1025 Capital Center Drive, Suite 105, Frankfort, Kentucky, before the Hon. R. Hanson Williams, Hearing Officer. The proceedings were recorded by audio/video equipment and were authorized by virtue of KRS Chapter 18A. By prior agreement of the parties, the proceedings were conducted via Amazon Chime video conferencing in accordance with COVID-19 guidelines.

The Appellant, James "Jamie" Castle, was present at the evidentiary hearing and represented by the Hon. Ned Pillersdorf. The Appellee, Justice and Public Safety Cabinet, Department of Corrections, was present and represented by the Hon. Jesse Robbins. Appearing as Agency representative was Warden James Green of the Eastern Kentucky Correctional Complex (EKCC).

This matter involves the dismissal of the Appellant from his position as Correctional Officer at EKCC. Following a Notice of Intent to Dismiss and a pre-termination hearing held before the Warden, the Appellant was dismissed by letter dated February 25, 2020. (Appellee's Exhibit 19). The burden of proof was assigned to the Appellee by the preponderance of the evidence to show that the dismissal was neither excessive nor erroneous and was justified under all surrounding circumstances.

APPLICABLE STATUTES, REGULATIONS AND POLICIES

Citing poor work performance, the Appellant was alleged to have been in violation of:

1. CPP 10.2, Special Management Inmates

II. POLICY and PROCEDURE

- F. All special management inmates shall be personally observed by a correctional officer at least every thirty 30**

minutes on an irregular schedule. Any inmate who is violent or mentally disordered or who demonstrates unusual or bizarre behavior shall receive more frequent observation consistent with CPP 13.12.

2. CPP 3.1, Code of Ethics/Social Media Use

II. POLICY and PROCEDURES

A. General Standards of Conduct

5. Providing false information to anyone during the course of an investigation shall constitute a violation of the standards of ethical conduct.

3. EKCC Post Order # 12

Restrictive Housing Unit Control Center (RHU)

17. The RHU Control Center Officer is responsible for enforcing and following all institutional policies, procedures, rules and regulations.

BACKGROUND

1. Prior to the beginning of the hearing, the parties jointly stipulated the admissibility of Appellant's Exhibit 1 and various of the Appellee's exhibits and interview transcripts of those involved in the investigation in this matter.

2. The Appellee's first witness was **Ricky Dawson**. He has been employed as a Correctional Officer (CO) at the Eastern Kentucky Correctional Complex (EKCC) since October 2019. He has undergone various training, both classroom and on-the-job training (OJT). Much of this training involves safety measures that should be taken to ensure the safety of staff and inmates.

3. He testified that each Floor Officer is assigned a dorm wing to walk through. These walk-throughs, pursuant to policy, are supposed to occur at the top and bottom of each hour. The standard protocol is to enter the wing going down one side and looking in each cell and, upon reaching the end, returning down the other side looking into each cell. Again, the purpose of these

walk-throughs is to ensure the inmates are breathing, have caused no disruption, and have suffered no self-harm.

4. The witness explained that there is a Control Officer – also known as “Cab Officer” - who sits above the wing. Part of the Cab Officer’s duties are to let the Floor Officers know when it is time to conduct a walk-through and to record such walk-throughs on a central log. The witness advised there should be no record put into the central log if a walk-through is not done. He also added that the Cab Officer has various cameras covering the wings that they can observe to see if the walk-throughs are occurring.

5. The witness testified that on New Year’s Eve, December 31, 2019, he was working on Dorm 5. This is a restricted unit also called the Segregation Unit. He explained that the Cab Officer on his shift was the Appellant. The witness testified that during one of his walk-throughs, he discovered an inmate had committed suicide by hanging. This witness then called this into others using the institutional radio and COs Peterson and Napier came, bringing a plastic shield and a cutting device to get the inmate down.

6. The witness then advised that he later spoke to Lieutenant Keith Elam concerning this matter.

7. The Appellee’s next witness was **Paula Peterson**. She has been employed as a CO at EKCC for approximately two and one-half years. Part of her duties are to observe the inmates and to help with body counts. She is also involved with performing walk-throughs. She stated that, upon beginning employment, she was trained for six (6) weeks on policy and procedure and use of restraints. Additionally, she underwent two weeks of OJT, where she learned about how to perform walk-throughs.

8. She testified that the Floor Officers are responsible for performing the walk-throughs and the Cab Officer in the Control Room is responsible for documenting these into a central log. She indicated that the Floor Officers usually advise the Cab Officer when they are beginning their walk-through. Regarding the inmate suicide on New Year’s Eve 2019, the witness stated that this occurred in the Delta Wing Upper Cell 2. She advised that she had heard running in this wing and observed CO Napier bringing the shield and preparing to cut the inmate down. After the inmate was down, this witness stated she then put the restraints on the inmate and did CPR until medical staff arrived.

9. She stated that, at some point shortly afterward, the Appellant told her he had written down the times “pretty close” to when they occurred. She thought this unprompted conversation was somewhat weird. She then added that, the next time she talked with the Appellant, he had seemed shaken by the events of that day.

10. The witness concluded by stating that, regarding this incident, she had been given a ten (10) - day suspension for poor work performance for not performing all of her required walk-throughs. She advised that she did not tell the Appellant that she had done a walk-through, but that he should have been able to see all of this on the cameras he observed.

11. On cross-examination, the witness stated that she had asked the Appellant if it was time to do a walk-through prior to the inmate suicide. He replied by telling her, "She was good," indicating that her walk-through had been placed in the log. She also advised that she was not sure whether she actually performed the walk-through or not during the time in question because the facility was so busy. She also added that, during this time, two new officers were undergoing OJT.

12. On re-direct, the witness concluded by stating that, on the day in question, she did not radio into the Appellant and say, "I've done a walk-through."

13. The Appellee's next witness was **Henry Napier**. He has been a CO at EKCC for approximately three (3) years. He is aware of the procedures involving the walk-throughs and the reasons for doing so. He again confirmed that the Cab Officer is responsible for recording the times into a central log. He also advised that he had never told a Cab Officer that he had done a walk-through when he did not actually do so. He again advised that the Cab Officers have video cameras to observe what is occurring on the floor. This witness confirmed that on the afternoon of the inmate suicide, there was a lot of activity occurring, including plenty of inmate movement. He stated that, at approximately 2:30 p.m., he was advised of the inmate suicide and went to the Cab Control Office to retrieve a key and scissors and went with others to the cell. The Cab Officer during this time was the Appellant.

14. The witness testified that he also received a ten (10) - day suspension for poor work performance regarding this incident. He added that he had done nothing wrong that day and that he would never tell the Appellant or any Cab Officer that he had performed a walk-through when he had not actually done so.

15. The Appellee's next witness was **Lieutenant William Mullins**. He has been employed for three and one-half (3 ½) years with Corrections at EKCC. He began as a CO and worked his way up to Lieutenant. He advised that he has had all the necessary training on walk-throughs. This witness also confirmed that the duty of the Floor Officer was to walk the wings inspecting each cell and the duty of the Cab Officer was to document it on the central log. He stated that he told the Cab Officer every time that he performed a walk-through and insisted, he would never tell the Cab Officer he had performed a walk-through if he had not.

16. The witness then stated that Lt. Elam asked him immediately after the event to return to the Control Cab Unit to Dorm 5 and to retrieve the master control log. He stated that, when he appeared in the Appellant's office and made this request, the Appellant appeared to then be filling out the log form (Appellee's Exhibit 11). He added that it took him about two (2) minutes to wait for the Appellant to finish making his entries before taking it to Lt. Elam.

17. The witness then explained that, following this encounter with the Appellant, he had filled out an occurrence report (OR). (Appellee's Exhibit 7). In his report, the witness documented that upon entering the Control Cab, he had seen the Appellant rewinding cameras and filling in the times that the walk-throughs had been completed.

18. The Appellee's next witness was **Kourtney Rice**. She began employment with the facility four (4) years previous as a CO and, at the time of the event in question, worked in Internal Affairs. She testified that she has also been trained on the policies regarding walk-throughs and the reasons thereof. She confirmed earlier testimony that the Floor Officers are responsible for performing the walk-throughs and the Cab Officer for documenting those times on a master log.

19. After the suicide in question, Lt. Elam assigned her and another employee to review the camera feeds to make sure that everyone had done what they were supposed to be doing regarding walk-throughs. She noted that she wrote down the events she observed on camera with specific times.

20. She also noted that the mere fact that a Floor Officer may enter the wing of an inmate dormitory is not considered a walk-through unless the officer went down both sides of the dorm looking into and inspecting each cell.

21. The witness was directed to Appellee's Exhibit 13, wherein she had noted there are times of different COs doing their walk-throughs. At page 0681, she noted CO Peterson performed walk-throughs at 8:06 a.m. and 8:08 a.m. At page 0684, she noted that CO Peterson conducted a walk-through at 12:05 p.m. and 12:07 p.m. but did not do another walk-through until 1:45 p.m. and then again at 1:51 p.m., which was noted on page 0685. This obviously resulted in an interval between 12:07 p.m. and 1:45 p.m. where CO Peterson did not perform the necessary walk-throughs.

22. The witness then advised that in making a comparison between the central logs filled out by the Appellant and the walk-through times shown by the camera observation (Appellee's Exhibit 11), these did not match in several instances.

23. On cross-examination, the witness denied any knowledge of why CO Peterson received a ten (10) - day suspension.

24. The Appellee's next witness was **Cheyenne Setters**. She has been employed in the EKCC Internal Affairs Department since June 2018. She has had the necessary training on the procedures involving walk-throughs.

25. She confirmed that, following the suicide incident, she was assigned - along with Kourtney Rice - to review the camera feeds and to record each movement shown. She confirmed Rice's testimony that comparison of the video with the central logs compiled by Appellant did not match regarding the times walk-throughs supposedly occurred.

26. On cross-examination, the witness acknowledged that the Cab Officer does not have to solely rely only on what he hears reported on the radio from the Floor Officers but can use the video cameras to observe the goings-on.

27. The Appellee's next witness was **Lieutenant Roger Elam**. He is the current head of the EKCC Internal Affairs Unit and has been employed with Corrections for twenty-nine (29)

years. He stated that he has worked all units in the facility and been involved in all training and the supervision of inmates, which includes ensuring their safety and making sure the Floor Officers do walk-throughs.

28. The witness began by discussing Appellee's Exhibit 10, Post Order # 12. This relates to the Control Center for the Restrictive Housing Unit (RHU), on which the Appellant worked.

This Post Order states, in pertinent part:

Correctional Officers assigned to the RHU Control Center shall observe the following procedures when operating the control area.

...

2. Read and be familiar with all security related procedures contained in the Eastern Kentucky Correctional Complex Policy and Procedures Manual, Incident Accident Plan and Fire Safety Plan. Sign all appropriate logs, review and sign two previous log sheets.

....

9. The Officer shall control, monitor and document all pedestrian movement:

- A. Cell doors shall never be left standing open. The walk door shall be secured at all times, except when a staff member is on the walk. When an inmate or staff member exits a walk the walk door shall be immediately secured. During emergencies walk and cell doors shall be opened according to the orders of the shift supervisor or Unit Administrator.

....

11. The Control Center Officer shall maintain the following logs:

- A. Control center log
- B. Master activity log (floor officer maintains log in Dorm 5)
- C. Master cell roster
- D. Unit move sheet

- E. Unit count sheet
- F. Legal phone call sheet
- G. Calendar of inmate release dates
- H. Any other designated logs/files.

12. The Control Center Officer shall frequently observe the video monitors and immediately report any malfunctions to the Captain's Office.

...

17. The RHU Control Center Officer is responsible for enforcing and following all institutional policies, procedures, rules and regulations.

29. The witness next addressed the Post Order Security Check. (Appellee's Exhibit 12). This document was signed by the Appellant after having served on the 8 a.m. to 4 p.m. shift, and his signature indicates that all the items above that applied to his post were checked and found to be in compliance with the problems documented. The witness then introduced Appellee's Exhibit 8, Kentucky Corrections Policy & Procedures 10.2, dealing with special management inmates.

II. In Policy and Procedures

F. All special management inmates shall be personally observed by a correctional officer at least every thirty (30) minutes on an irregular schedule. Any inmate who is violent or mentally disordered or who demonstrates unusual or bizarre behavior shall receive more frequent observation consistent with CCP 13.12.

30. The witness testified that while the time indicated by the video camera's recording may be off as much as one (1) or two (2) minutes, they are not off by thirty (30) minutes. He added that, following his investigative report, he transmitted this report to Warden Green on January 8, 2020.

31. He again referenced Appellee's Exhibit 13 and noted that the report contained the times noted of everything that occurred in Dorm 5 that afternoon, including a listing of the Floor Officer's actual walk-through times, which recorded the times as indicated by the video camera's internal clock.

32. He stated that he also noticed that the Dorm 5 supervisor had not had all of his scheduled walk-throughs and that the log times shown for him on the camera did not match the scheduled walk-throughs.

33. The Dorm 5 supervisor on duty the day of the event, December 31, 2019, was Lt. Larry Mullins. The witness admitted that, in his view, Lt. Mullins did not do his job that day in seeing that all policies were followed.

34. Lt. Elam then testified that he had interviewed the Appellant on December 31, 2019. A copy of the transcript taken of said interview is found in Joint Exhibit 1. When Lt. Elam asked the Appellant about various time and log discrepancies, the Appellant replied that it was so busy in the Dorm that day, and that he had tried to go back and fill in the times by memory after the inmate count at 12 p.m. He acknowledged that he had to finish filling out the walk-through times and camera log times in the central log after the inmate suicide, which occurred approximately at 2:30 p.m. At the conclusion of the interview, Lt. Elam also confirmed that, under questioning, the Appellant never told him that other COs had told him what to write in the log and it was his responsibility.

35. On cross-examination, when questioned as to his ability to monitor the cameras in the Control Cab, the Appellant stated there are sixteen (16) camera feeds that must be watched by him continuously.

36. On re-direct, the witness again confirmed that, if nobody conducts a walk-through in the wing, the Control Cab Officer is to write nothing.

37. The Appellee's next witness was **Warden James Green** of the EKCC. He has served as Warden there for the past six (6) years and has a total of thirty-two (32) years in the Corrections field.

38. The witness stated that, upon receiving notice of the New Year's Eve suicide incident, he assigned Lt. Keith Elam to conduct an internal investigation. The results of this report were forwarded to him by memo dated January 8, 2020. (Appellee's Exhibit 13). Following his review of this report and his own personal review of all the video surrounding the incident, the Warden concluded that many of the walk-throughs recorded on the Master Control Log did not actually occur, as they did not match those actions shown in the video cameras.

39. The Warden then confirmed that COs Napier and Peterson each received ten (10) - day suspensions for poor work performance. In addition, the supervisor of the Dorm 5 Unit on December 31, 2019, Lt. Larry Mullins, was dismissed. The witness stated that, basically, Lt. Mullins was "missing in action" on the day in question and had failed to see that all the policies and procedures concerning walk-throughs and the attendant log entries were followed.

40. When asked why he had decided upon termination as the appropriate discipline of the Appellant, Warden Green replied that, considering the severity of the incident that occurred and his review of the Appellant's previous personnel disciplinary history, he felt dismissal was justified. Specifically, the Appellant's history of corrective actions/discipline shows he was issued:

- 1) a written reprimand on November 18, 2019, for poor work performance,

- 2) a one (1) - day suspension by letter dated January 23, 2019, for poor time and attendance, and
- 3) a one (1) - day suspension by letter dated February 28, 2019, for poor time and attendance.

41. The Warden concluded by stating that, in addition to the seriousness of the suicide incident, the falsification of official records could lead to a lack of trust in the Appellant in the future and could lead to possible litigation.

42. On cross-examination, the witness admitted that he was aware that the Appellant had applied for unemployment insurance (UI) benefits and admitted that the ultimate finding of the UI Commission was that there were no acts of dishonesty found on the part of the Appellant in the relevant incident.

43. The Warden stated that he was not aware of the facility's right to appeal the UI decision within thirty (30) days and did not do so. When questioned as to whether the log mistakes were merely inaccuracies versus a falsification, the witness stated it was more of a falsification. The witness stated that the Floor Officer had primary responsibility for checking the cells on the walk-throughs but added that the Cab Officer should have been checking the cameras to ensure accuracy.

44. The Agency announced closed.

45. The Appellant, **Jamie Castle**, called himself as his first and only witness. The Appellant stated that he had been employed at EKCC for approximately seven and one-half (7 ½) years and was a CO assigned to Dorm 5. His last day at work was in late January 2020. The witness stated that it was his impression on the day in question that inmate Ferguson, who eventually committed suicide, was not on suicide watch.

46. Regarding his interaction with the Floor Officers conducting walk-throughs, the Appellant stated that he received information from these officers both through radio and phone call communication. The Appellant again stated that the afternoon on the day in question was hectic and he thought that EKCC was understaffed that day. He noted that there were only three (3) seasoned COs and two (2) OJT officers on duty in the dorm that afternoon.

47. The Appellant also stated that he had other responsibilities in addition to overseeing walk-throughs and maintaining the logs. Such duties included ensuring that the nurses on the floor were accommodated, the inmates' actions moving around the facility were observed, and taking assorted phone calls.

48. The Appellant then admitted that he had gone back that afternoon and filled in some of the central log times from memory. He advised that CO Peterson had told him that day she was not sure whether she had actually done her required walk-through at the time placed in the log.

49. He also confirmed the Warden's earlier testimony regarding Lt. Larry Mullins, that he was almost nonexistent on the day in question, and the Appellant felt that he had not done his job in overseeing the walk-through and log-in process.

50. On cross-examination, the Appellant stated that he felt the relevant policy required all supervisors to be responsible for the recording of walk-through information. He agreed that he was responsible for doing his job, even if others did not do theirs in this regard. However, during his investigation interview with Lt. Elam, the Appellant stated that he (Elam) had not told him (Castle) that he had put information on the logs which had been furnished to him by the walk-through officers. The Appellant then again admitted that he had filled in the afternoon part of the log after the suicide, which occurred at approximately 2:30 p.m.

51. The Appellant then moved to enter the results of the UI finding of no dishonesty to be considered as a part of this record. Same was admitted.

52.

FINDINGS OF FACT

1. Following the issuance of a Notice of Intent to Dismiss and a pre-termination hearing afforded the Appellant, he was dismissed from his position as a Correctional Officer at the Eastern Kentucky Correctional Center by letter dated February 25, 2020, for alleged violations of various policies and procedures.

2. This action occurred in the aftermath of an inmate suicide on New Year's Eve, December 31, 2019, at the facility.

3. The Appellant was serving as a Cab Officer on the night of the suicide. Amongst his primary duties were to inform the Floor Officers when it was time to perform cell walk-throughs and to record the time of those walk-throughs on a central log. The walk-throughs could be confirmed by an officer's verbal report or by the visual observation by the Cab Officer from various cameras.

4. The testimony of Lt. William Mullins is informative. Sent to retrieve the master control log from the Appellant after the suicide occurred, he had to wait for several minutes for the Appellant to finish his time entries in the log. He also reported he had seen the Appellant rewinding the camera footage in order to fill in the times the walk-throughs had been completed.

5. Internal Affairs employees Kourtney Rice and Cheyenne Setters conducted a subsequent examination of the camera footage and compared to the entries filed in the master log to when the walk-throughs actually occurred. Not only did the log times for CO Peterson not match, but both Ms. Rice and Ms. Setters noted several other incidents of non-matches.

6. Lt. Roger Elam introduced Post Order No. 12 (Appellee's Exhibit 10) and pointed out Sections 1, 2, 3, 9, 11, 12, and 17, all of which he felt the Appellant violated by his actions.

7. Lt. Elam also felt that the Appellant's signing of the Post Order Security Check (Appellee's Exhibit 12) was done in error.

8. Warden James Green explained his reasons for recommending the Appellant's dismissal for his involvement in the inmate's suicide. COs Henry Napier and Paula Peterson received ten (10) - day suspensions for poor work performance. Lt. Larry Mullins, Supervisor of Dorm 5 where the suicide occurred, was also dismissed. Given the severity of the suicide incident, a review of the Appellant's previous disciplinary history, and realizing there had been a falsification of official records, Warden Green made his determination that termination was the appropriate level of discipline and he still stood by that decision during the evidentiary hearing.

9. The Appellant's claim of being overwhelmed by the responsibilities of his job do not persuade the Hearing Officer that any mitigation of discipline is appropriate. In fact, he confirmed he had returned to the master log after the fact and attempted to fill in the times of the walk-throughs.

10. The Appellant's receipt of a favorable decision from an Unemployment Insurance hearing is not binding on a Personnel Board decision. See KRS 341.420(5); KRS Chapter 18A.

CONCLUSIONS OF LAW

The Hearing Officer concludes as a matter of law that the Appellee has carried its burden of proof to show the Appellant's actions were in significant violation of Post Order 12.

The Hearing Officer also concludes as a matter of law that the dismissal of the Appellant was neither excessive nor erroneous and was appropriate under all surrounding circumstances.

RECOMMENDED ORDER

The Hearing Officer recommends to the Personnel Board that the appeal of **JAMIE CASTLE V. JUSTICE AND PUBLIC SAFETY CABINET, DEPARTMENT OF CORRECTIONS (APPEAL NO. 2020-073)** be **DISMISSED**.

NOTICE OF EXCEPTION AND APPEAL RIGHTS

Pursuant to KRS 13B.110(4), each party shall have fifteen (15) days from the date this Recommended Order is mailed within which to file exceptions to the Recommended Order with the Personnel Board. In addition, the Kentucky Personnel Board allows each party to file a response to any exceptions that are filed by the other party within five (5) days of the date on which the exceptions are filed with the Kentucky Personnel Board. 101 KAR 1:365, Section 8(1). Failure to file exceptions will result in preclusion of judicial review of those issues not specifically

excepted to. On appeal a circuit court will consider only the issues a party raised in written exceptions. See *Rapier v. Philpot*, 130 S.W.3d 560 (Ky. 2004).

Any document filed with the Personnel Board shall be served on the opposing party.

The Personnel Board also provides that each party shall have fifteen (15) days from the date this Recommended Order is mailed within which to file a Request for Oral Argument with the Personnel Board. 101 KAR 1:365, Section 8(2).

Each party has thirty (30) days after the date the Personnel Board issues a Final Order in which to appeal to the Franklin Circuit Court pursuant to KRS 13B.140 and KRS 18A.100.

ISSUED at the direction of **Hearing Officer R. Hanson Williams** this 23 day of June, 2021.

KENTUCKY PERSONNEL BOARD



MARK A. SIPEK
EXECUTIVE DIRECTOR

A copy hereof this day mailed to:

Hon. Ned Pillersdorf
Hon. Jesse Robbins
Hon. Rosemary Holbrook (Personnel Cabinet)