

CERTIFICATION OF PERSONNEL BOARD RECORDS

I certify that attached hereto is a true and correct copy of the Findings of Fact, Conclusions of Law and Recommended Order and Final Order in the case of **HUNTER WILLIAMS V. JUSTICE AND PUBLIC SAFETY CABINET, DEPARTMENT OF JUVENILE JUSTICE (APPEAL NO. 2020-117)** as the same appears of record in the office of the Kentucky Personnel Board.

Witness my hand this 18th day of March, 2021.



MARK A. SIPER, SECRETARY
KENTUCKY PERSONNEL BOARD

Copy to Secretary, Personnel Cabinet

COMMONWEALTH OF KENTUCKY
PERSONNEL BOARD
APPEAL NO. 2020-117

HUNTER WILLIAMS

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 JUVENILE JUSTICE**

APPELLEE

* * * * *

The Board, at its regular March 2021 meeting, having considered the record, including the Findings of Fact, Conclusions of Law and Recommended Order of the Hearing Officer dated February 2, 2021, 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 14 and substitute the following:

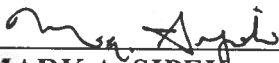
14. In December 2019, he also investigated the allegations brought against Mr. Williams, which specifically included (1) the Appellant's comments about a male youth's enlarged breasts, (2) the Appellant's comments that he was affiliated with the Morgan County Mafia and that, (3) as a part of the mafia, they wore white sheets.

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 the 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 18th day of March, 2021.

KENTUCKY PERSONNEL BOARD



MARK A. SIPEK
SECRETARY

A copy hereof this day mailed to:

Hon. Jamhal Woolridge
Hon. Rebecca McCoy
Ms. Cynthia Watson

**COMMONWEALTH OF KENTUCKY
PERSONNEL BOARD
APPEAL NO. 2020-117**

HUNTER WILLIAMS

APPELLANT

**V. FINDINGS OF FACT, CONCLUSION OF LAW
AND RECOMMENDED ORDER**

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

APPELLEE

** ** ** ** **

This matter came on for evidentiary hearing on October 27, 2020, at 9:30 a.m., ET, at the office of the Kentucky Personnel Board, 1025 Capital Center Drive, Suite 105, Frankfort, Kentucky, before the Hon. Brenda Dinkins Allen, Hearing Officer. The hearing was conducted via Amazon Chime video conferencing software by agreement of the parties. The proceedings were recorded by audio/video equipment and were authorized by virtue of KRS Chapter 18A.

The Appellant, Hunter Williams, was present and was represented by the Honorable Rebecca G. McCoy, both of whom were appearing together from her office. The Appellee, Justice and Public Safety Cabinet, Department of Juvenile Justice, was present and was represented by the Honorable Jamhal Woolridge. Also present was Agency representative, Brad Lawson. At issue in the evidentiary hearing was the Appellee's termination of the Appellant; whether that action was taken with just cause and whether the penalty was excessive or erroneous.

At the onset of the hearing, the Hearing Officer stated that, upon reviewing the case file and seeing the name of one of the witnesses, Lashana Harris, she realized that she had attended law school and was acquainted with her approximately 25 years ago. The Hearing Officer has not seen or spoken to Ms. Harris in approximately 10 years and this would not affect her ability to preside over the case impartially.

BACKGROUND

1. The Appellant, Hunter Williams, served in the position of Youth Worker II with the Justice and Public Safety Cabinet, Department of Juvenile Justice. He was assigned to the Woodsbend Youth Development Center.

2. By letter dated March 16, 2020, the Appellant was provided a Notice of Intent to Dismiss him from his position. On April 8, 2020, the Appellant was provided a pre-termination

hearing and he was ultimately dismissed by letter dated April 16, 2020. The letter of dismissal outlined that the basis for the termination of the Appellant was misconduct, more specifically, making inappropriate/racial comments to staff and youth assigned to the facility at which he worked.

3. The letter cited that the Appellant's conduct at issue violated Department of Juvenile Justice (DJJ) policies relative to Sexual Harassment and Anti-Harassment as well as the Code of Ethics and the Code of Conduct.

4. The Appellant filed an appeal of his termination on April 23, 2020. The Appellant filed discovery requests, which were responded to by the Appellee, and the parties tendered an Agreed Protective Order which was entered into the record. An evidentiary hearing was subsequently scheduled for October 27, 2020.

5. On the day of the hearing, the Appellant moved for the rule of separation of witnesses, which was **GRANTED**.

6. Each party made an opening statement and the Appellee, who had the burden of proof, proceeded with its first witness.

7. After being sworn, **Stephanie Hamilton** testified that she serves as the Treatment Director and Psychologist for Woodsbend, which is a youth residential treatment facility. She stated that she has worked there for the past twenty-three years. She elaborated that the majority of kids come to that facility because of neglect, physical, and emotional abuse—some sort of trauma.

8. She testified that she had written a grievance against the Appellant for comments that he had made. First, in her presence and the presence of other staff in the lunch room, the Appellant recounted that earlier that day he told Mr. Lawson, who serves as the facility superintendent: "Hey, I hear it's your birthday. Are you going to get some p---y tonight?" She stated that, a few minutes later, she discussed the Appellant's statement with Mr. Lawson, who assured her he would address it with the Appellant.

9. Ms. Hamilton testified that, in the days after this incident, she was made aware of other inappropriate comments involving Mr. Williams, including that he had referred to coworkers that he suspected of reporting him to the administration as "bitches." She had also learned that he had teased a male youth regarding the youth's enlarged breasts (which resulted from a medical condition), and that Mr. Williams had told the same youth, that he (the Appellant) was part of the "Morgan County Mafia."

10. The witness identified Appellee's Exhibit 1B, the Grievance Form she filed regarding the Appellant's comments. The document was entered into the record without objection and she testified regarding it. Ms. Hamilton stated that, upon being made aware of the comments, she spoke to both the youth and Mr. Williams and Mr. Williams contended he was only joking with the youth about both issues. The witness stated that, upon learning that the youth, who is African American, remained upset for several days about mafia comment, she decided about three weeks later to file the grievance about all of the issues that occurred.

11. The witness testified that, after speaking with the Appellant about his comments, she felt he did not get the significance of his behavior. She testified that, in his role, he is in a position of authority over the youth assigned to the facility, and the staff needs to "stay on top of" youth who are the subject of bullying and teasing. She stated it is a significant problem when the adult staff are perpetuating that very conduct. She stated she has reservations about Mr. Williams continuing to work in this population.

12. The next witness to testify on the Appellee's behalf was **Walter Wright**, who serves as the DJJ Ombudsman. He holds a bachelor's degree from Kentucky State University and attended the police academy in 1999. As Ombudsman, his role is to provide support to youth, conduct investigations, provide grievance training to DJJ staff, and address concerns from the public, parents, or government officials. He stated that, in 2017, Woodsbend was the subject of several hundred hotline complaints regarding staff being racist. In 2019, he met with the Commissioner and went to Woodsbend on a temporary assignment of approximately 30 days initially, and then one day per week thereafter, to investigate.

13. He stated that a lot of the youth assigned to Woodsbend are from Jefferson County and the staff who work there are largely from West Liberty, Kentucky, so there are definite cultural differences between staff and the residents. He stated that his investigation did not find evidence of a culture of racism among the staff.

14. In December 2019, he also investigated the allegations brought against Mr. Williams, which specifically included (1) the Appellant's comments about a male youth's enlarged breasts, the Appellant's comments that he was affiliated with the Morgan County Mafia and that, (3) as a part of the mafia, they wore white sheets.

15. The witness stated that, in conducting his interviews, he spoke with the youth at issue, Mr. Williams, and others with knowledge of the comments. During his interview with Mr. Williams, he stated his comment about wearing white sheets was a reference to a costume around Halloween, and that he was only joking with the youth about the youth's enlarged breasts.

16. The witness identified Appellee's Exhibit 1A, his investigative report and the accompanying documents that contained the details of his investigation. The exhibit, with youth names redacted, was entered into the record without objection. The witness testified that, at the conclusion of his investigation, he substantiated the allegations against the Appellant.

17. The next witness to testify for the Appellee was **Brad Lawson**, who serves as the Superintendent of the Woodsbend Youth Development Center, a position he has held for twelve years. He stated that his duties are to oversee all operations, including treatment of youth, security, maintenance, and budgeting. He serves as the Chief Executive Officer of the facility, noting that he began as a Youth Worker before moving up the ranks to Counselor, Assistant Superintendent, and then to his current role as Superintendent.

18. The witness stated that the facility provides treatment and counseling to the residents assigned to Woodsbend who have been adjudicated to the facility by the courts. He explained that a significant number of the population is African American.

19. The witness identified Appellee's Exhibit 1, the Appellant's Position Description for Youth Worker II, which contained the Appellant's signature. The document was entered into the record without objection. The witness testified that the Appellant's duties included being a part of the treatment staff for the youth assigned to the facility. He testified that Mr. Williams' duties included assisting with counseling and sitting in on formal counseling.

20. Mr. Lawson stated that, upon being hired, the Appellant was required to go through the six-week Youth Worker Academy before he could work with the youth. He stated the training included a general orientation, teaching new employees how to interact with youth, and a review of department policies. He stated that all staff review and become familiar with DJJ policies and they are discussed in staff meetings. He testified that there is also a yearly review of all policies.

21. Appellee's Exhibit 2, the DJJ Annual Policy Acknowledgement signed by the Appellant on February 18, 2018; Appellee's Exhibit 3, the DJJ Annual Policy Acknowledgement signed by the Appellant on February 21, 2019; and Appellee's Exhibit 4, the DJJ Equal Employment Opportunity and Anti-Harassment Policies Receipt Acknowledgement Form signed by the Appellant on June 6, 2019, were all identified by the witness and entered into the record without objection.

22. Mr. Lawson testified there was also a mandatory training on cultural awareness and that all staff were required to attend unless they were on medical leave. The witness identified Appellee's Exhibit 5, the assignment schedule for 2019 Cultural Awareness Training, which

included the Appellant's name on one of the three days the training was offered. The exhibit was entered into the record without objection.

23. The witness identified and testified regarding Appellee's Exhibit 6, the Major Corrective Action Request form he prepared and provided to the Commissioner along with the grievance prepared by Ms. Hamilton and certain relevant policies. The exhibit was entered without objection.

24. Appellee's Exhibit 7, DJJ Policy 103.2, Sexual and Anti-Harassment, and Appellee's Exhibit 8, DJJ Policy 102, Code of Ethics, were also identified and entered into the record without objection. The witness testified regarding them.

25. The witness then testified regarding his concerns with the Appellant's behavior that had been substantiated through the investigation. He stated that the behavior can lead to resident distrust of persons and faculty as a whole and that it creates a systemic problem. He referenced previous case, William Krider v. DJJ, 2015 WL 4510989 (KY PB 2015-025), where an employee posted inappropriate comments on Facebook and, although no specific youth were involved, the Personnel Board determined that conduct warranted termination.

26. The next witness to testify was **Chris Gillum**. After being sworn, Mr. Gillum stated he serves as the Facility Regional Administrator, a position he has held for seven years. He stated that he oversees several facilities on behalf of the Appellee and one of his responsibilities is to review Major Corrective Action Requests and to insure that policies are included. He testified that, in December 2019, Woodsbend was under his area of responsibility and he reviewed the paperwork submitted for Mr. Williams' proposed discipline. He stated he had major concerns with the seriousness of the Appellant's comments because they were sexually degrading as well as racially and culturally insensitive. He stated that comments by another employee in the past via Facebook had also meted termination.

27. The next witness was **George Scott**, who, after being sworn, testified he is the Deputy Commissioner of the Department of Juvenile Justice. In that role, he oversees all of DJJ's facilities, policies, and procedures. Requests for major corrective action are also sent to him. He stated he is familiar with DJJ Policy 103.2 and testified that violations of that policy can lead to civil liability. He stated that violations can also affect the morale of other employees and a failure to address such violations can lead to the loss of good employees. The witness stated that the behavior the Appellant engaged in is counter-productive to the mission of DJJ and the role of DJJ is to protect the youth assigned to its care, not to inflict more pain. He testified that there is no place in the department for Mr. Williams' behavior.

28. Upon receiving the Request for Major Corrective Action for the Appellant, he reviewed and discussed it with the Commissioner. He believes, applying progressive discipline and taking all circumstances into consideration, that discipline was appropriate. He stated the Appellant's conduct crossed the line into malice.

29. The witness stated that because malice and cruelty were at issue, dismissal was appropriate. The witness identified and testified regarding Appellee's Exhibit 10, the administrative regulation on disciplinary action, 101 KAR 1:345, which was entered into the record without objection.

30. The final witness to testify for the Appellee was **Lashana Harris**, Commissioner of DJJ. She holds a Bachelor's degree in addition to a Juris Doctorate and has served in her current role since December 2019. She stated her duties include oversight and management of all branches within the Department. She testified that, with regard to discipline, she reviews the documents presented to confirm whether she agrees with the recommendation for discipline. The witness identified Appellee's Exhibit 9, the Appellant's dismissal letter and testified regarding it. The exhibit was entered without objection.

31. Commissioner Harris testified that Woodsbend has had a history of racial issues and, previously, a counselor had been terminated for making inappropriate racial statements on social media. She provided that sexual remarks were problematic under the Prison Rape Elimination Act, which applies to the facilities in DJJ. She stated the comments are also problematic for a healthy climate for staff and youth, and that racial and sexual issues agitate the youth. She stated that, during the Appellant's pretermination hearing, he did not accept accountability for his conduct, so she decided to move forward with the termination because the comments were intentionally racial.

32. The Appellee rested.

33. The **Appellant, Hunter Williams**, was sworn and began to testify as the only witness for his case-in-chief. He stated that he is twenty-four years of age and began working for DJJ in November 2017 when he was twenty-one. He stated that he was trained for six weeks and then began working and had developed a good rapport with the youth.

34. Mr. Williams admitted to making the statement to Mr. Lawson regarding his birthday and stated that, at the time, Mr. Lawson laughed, as did Mr. Spencer, who was also present. He stated that when Ms. Hamilton appeared shortly thereafter and asked, more than once, what was so funny, he told her of his comment. He stated that, later that day, Mr. Lawson spoke with him about his comment being inappropriate. As for the comment to the youth regarding his

enlarged breasts, the Appellant testified that he had no knowledge of the youth's medical condition, but that the two of them would often joke with one another regarding their appearance.

35. Mr. Williams stated that he made a comment about the Morgan County Mafia or Grassy Creek Mafia because eighty percent of the youth say that they are in gangs. Mr. Williams stated he had no ill intent and was just joking.

36. The Appellant rested. Each party made a closing argument.

37. The Hearing Officer has considered the entire administrative record.

FINDINGS OF FACT

1. The Appellant, Hunter Williams was a classified employee with status serving as a Youth Worker II within the Justice and Public Safety Cabinet, Department of Juvenile Justice. (Appellant's testimony, Appellee's Exhibit 1.)

2. The Appellant was assigned to Woodsbend Youth Development Center, a residential treatment facility in West Liberty, Kentucky. (Appellee's Exhibit 1, Testimony of Hunter Williams, Walter Wright.)

3. Upon his hiring in 2017, the Appellant was required to undergo six weeks of training, which included training on how to interact with the youth assigned to the facility. (Testimony of Appellant, Brad Lawson.)

4. At hiring, the Appellant was provided an orientation that covered all policies and procedures. (Testimony of Brad Lawson.)

5. Many of the residents assigned to Woodsbend were inner city, African American youth who have been subjected to abuse, neglect, and other trauma and who were court-ordered to the facility. (Testimony of Stephanie Hamilton, Brad Lawson.)

6. The assigned youth are required to undergo treatment and counseling and, as a Youth Worker II, the Appellant had the responsibility for assisting in the treatment program. (Testimony of Brad Lawson.)

7. In 2017, Woodsbend was the subject of approximately three hundred hotline complaints related to general allegations that staff engaged in racially-inappropriate behavior. These allegations were unrelated to the Appellant. (Testimony of Walter Wright, Brad Lawson.)

8. Upon investigation, DJJ was unable to substantiate staff-related racial misconduct, but, instead, found cultural issues between the staff and youth residents. (Testimony of Walter Wright, Brad Lawson.)

9. In February of 2018 and 2019, the Appellant was provided an annual update on DJJ policies and was required to acknowledge in writing that he received and would be responsible for the policy contents. (Appellee's Exhibits 2, 3, and 4 and testimony of Brad Lawson.)

10. On June 6, 2019, the Appellee distributed, and the Appellant signed, an acknowledgment that he had reviewed the DJJ Equal Employment Opportunity and Anti-Harassment Policies. (Appellee's Exhibit 6.)

11. The DJJ Policy 103.2 Sexual Harassment and Anti-Harassment Policy provides:

I. POLICY

Any form of harassment shall not be tolerated by the Department of Juvenile Justice (DJJ). DJJ shall prohibit threatening, offensive, or unwelcome conduct at work and when staff is representing DJJ.

.....

IV. E. In addition to the conduct prohibited by 29 C.F. R 1604.11 other prohibited behavior shall include:

- 1. Lewd or sexual comments;*
- 2. Sexual innuendo, including embarrassing comments or terminology;*
- 3. Vulgar or indecent gestures, language, or jokes.*

(Appellee's Exhibit 7.)

12. The DJJ 102, Code of Ethics, provides:

I. Staff shall not discriminate against any youth, other staff, or prospective staff on the basis of religion, race, sex, age, disability, national origin, color, sexual orientation, gender identity, genetic information, political affiliation, or veteran's status.

(Appellee's Exhibit 8.)

13. Woodsbend Youth Development Center Procedure Number 104 provides:

F. Loud, abusive, or profane language and boisterous and unprofessional conduct shall not be tolerated. Staff shall refrain from making comments that are critical of colleagues or the agency.

...

T. All persons are prohibited from engaging in unwelcome written, verbal, or physical conduct that either degrades, shows hostility, or aversion toward a youth on the basis of race, color, national origin, age, sex, religion, disability, gender identity, sexual orientation, or genetic information.

...

X. All persons shall act in a manner that provides youth with a positive role model.

Y. All persons shall be expected to maintain a professional relationship with youth at all times. The following rules help delineate this relationship and prevent complications in treatment of youth.

(Appellee's Exhibit 6.)

14. DJJ Policy 104, Code of Conduct, provides:

IV. B. Staff shall perform their work assignments competently and in a professional manner. It is the responsibility of each staff to know and act in accordance with department policy and procedures.

(Appellee's Exhibit 6.)

DJJ Policy 104, Code of Conduct, paragraphs F, T, X, and Y are identical to the Woodsbend Youth Development Center Procedure Number 104 paragraphs F, T, X, and Y outlined in detail in Findings of Fact paragraph 13 above.

15. On November 20, 2019, the Appellant, in a conversation with Woodsbend Facility Superintendent Brad Lawson and in front of another employee, wished the Superintendent a happy birthday and then asked, "Are you going to get some p---y tonight?" (Testimony of Brad Lawson, Williams, Appellee's Exhibit 6.)

16. Shortly thereafter, when asked by staff member Stephanie Hamilton what was so funny, the Appellant recounted his statement in detail to her and in front of other staff members. (Testimony of Hamilton, Williams, Appellee's Exhibit 1B.)

17. Two days later, after being told to report to Mr. Lawson's office to discuss his comments, the Appellant referred to the two females whom he had told about the conversation as "bitches." (Appellee's Exhibit 6.)

18. On November 19, 2020, an African American male, age 15 (hereinafter "the Youth") was assigned to Woodsbend. The Youth suffered from a medical condition called gynecomastia, which was a hormonal imbalance that results in enlarged breasts. (Testimony of Stephanie Hamilton, Appellee's Exhibit 1A.)

19. On multiple occasions, beginning on the day of the Youth's arrival, the Appellant made inappropriate comments to the Youth regarding his enlarged breasts, such as, "I will whip you up and down this dorm and make your titties slap you in the face" and "My wife got bigger titties than you." He told the Youth that he needed a bra size of DD. (Appellee's Exhibit 1A.)

20. The Appellant also told the Youth that all the staff at the facility were a part of the Morgan County (or Grassy Creek) Mafia and they went out at night wearing white sheets and white pointed hats. When the Youth expressed concern about the Appellant's comment, the Appellant remarked that he did not need to worry because he (the Youth) was not fully black. (Appellee's Exhibit 1A.)

21. The Youth remained upset about the Appellant's comment about Woodsbend staff and their alleged mafia with white sheets and hats, and discussed it with his counselor, Ms. Hamilton. (Testimony of Hamilton, Appellee's Exhibit 1B.)

22. During the DJJ investigation, the Appellant admitted to making some comments regarding the Youth's breasts and staff being in the Grassy Creek Mafia. He also admitted to making the inappropriate sexual comment to Superintendent Lawson. He contends, however, that he had developed a rapport with the Superintendent and the Youth and was merely joking with the Youth about his breast size. He also stated that his reference to members of the staff wearing white sheets at night was only a reference to Halloween. (Appellee's Exhibit 1A.)

23. 101 KAR 1:345 provides:

Appointing Authorities may discipline employees for lack of good behavior or the unsatisfactory performance of duties.

24. The Hearing Officer finds that the Appellee had provided the Appellant with substantial training and policies, including annual updates and cultural awareness training sufficient to ensure that the Appellant was keenly aware of his obligations regarding his conduct and interaction with staff and residents. (Appellee's Exhibits 2, 3, 4, 5, and 6.)

25. The Hearing Officer finds that the Appellant committed the actions alleged in the Appellee's April 16, 2020 termination letter. Further, the Appellant's conduct with the

Superintendent, with fellow staff members, and with the Youth, constitutes a lack of good behavior as outlined in 101 KAR 1:345 and violated DJJ Policy 102, Code of Ethics, Items I, IV (C & I); Department of Juvenile Justice Policy 103.2, Sexual Harassment and Anti-Harassment, Items I, IV (E)(1), (2), and (3); Department of Juvenile Justice Policy 104, Code of Conduct, Items I, IV (B, F, T, X, and Y); and Woodsbend Youth Development Center Procedure Number 104, Section IV (F, T, X, and Y).

26. The Hearing Officer is particularly bothered by the Appellant's relentless bullying of the Youth with regard to both sexual and racial comments in front of staff and other residents multiple times per day beginning on the day of the Youth's arrival at the facility on November 19. (Appellee's Exhibit 6.)

27. The Hearing Officer is not persuaded by the Appellant's contention that he had developed a rapport with the Youth and joked with him, since the Appellant's derogatory comments to and about the Youth began on the very day of the Youth's arrival at the facility, which the Hearing Officer believes would not lend itself to the development of a congenial relationship between the two.

28. The Hearing Officer finds the DJJ witness George Scott credible in the testimony of his belief that the Appellant's conduct and comments were done with malice and cruelty.

CONCLUSION OF LAW

The Hearing Officer concludes that the Appellee, Justice and Public Safety Cabinet, Department of Juvenile Justice, has met its burden of proof to show that there was just cause for the Appellant's dismissal and that the penalty was neither excessive nor erroneous.

RECOMMENDED ORDER

The Hearing Officer recommends to the Personnel Board that the case of **HUNTER WILLIAMS VS. JUSTICE AND PUBLIC SAFETY CABINET, DEPARTMENT OF JUVENILE JUSTICE (APPEAL NO. 2020-117)** be **DISMISSED**.

NOTICE OF EXCEPTION AND APPEAL RIGHTS

Pursuant to KRS 13B.110(4), each party shall have fifteen 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 exception 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 the 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 Brenda D. Allen this 2nd day of February, 2021.

KENTUCKY PERSONNEL BOARD



MARK A. SIPEK
EXECUTIVE DIRECTOR

A copy this day mailed to:

Hon. Rebecca McCoy
Hon. Jamhal Wooldridge