

**KENTUCKY PERSONNEL BOARD
MINUTES OF APRIL 10, 2026**

1. The regular monthly meeting of the Kentucky Personnel Board was called to order by Chair Denham on April 10, 2026, at approximately 9:30 a.m., ET, at 1025 Capital Center Drive, Suite 105, Frankfort, Kentucky.

Board Personnel Present:

Mitchel Denham, Chair
Larry Gillis, Member
Rick Reeves, Member
Lisa Haydon, Member

Gordon A. Rowe, Jr., Executive Director and Secretary
Erritt H. Griggs, General Counsel
Gwen McDonald, Administrative Supervisor

Board Members Not Present: Michelle Snodgrass-Deimling, Vice Chair
Morgan Ward, Member

2. **READING OF THE MINUTES OF THE REGULAR MEETING HELD MARCH 13, 2026.**

The minutes of the last Board meeting were previously circulated among the members. Chair Denham asked for any additions or corrections. Ms. Haydon moved to approve the minutes as submitted. Mr. Reeves seconded, and the motion carried 4-0.

3. **EXECUTIVE DIRECTOR AND SECRETARY'S REPORT**

Mr. Rowe greeted the Board. Mr. Rowe stated he had a few items to report to the Board. The first included good news; the Finance Cabinet's approval of the Clio Case Management System. Staff is working out some initial details and scheduling set-up with Clio in the next week or so and should begin training by the end of the month. Staff is looking forward to having Clio fully operational and being able to provide more robust reporting to the Board.

Mr. Rowe noted that the legislative session was about to conclude. He stated that there did not appear to be any negative changes that would affect the Personnel Board. Also, the Board's budget requests were essentially approved as submitted.

The Guidelines for Practice of Personnel Board Appeals, which were approved by the Board during its March 2026 Board meeting, were graciously distributed by email for the Board

by the Personnel Cabinet to all Cabinets, Agencies, General Counsels, and HR Executives. This was done just prior to the Board's April 10, 2026 meeting. The Guidelines are being emailed and mailed to all new Appellants upon receipt of their appeals. Staff is hopeful that the Guidelines will make practice before the Personnel Board easier for all parties.

Ms. Haydon inquired whether the Board's budget approval included an increase to the Hearing Officer's rate of pay. Mr. Rowe acknowledged that it was included but cautioned that the Governor had not signed the budget bill yet.

Chair Denham questioned whether the Hearing Officer rate increase was included in the overall Board budget or if it was a line-item increase. Ms. McDonald acknowledged that the increase was a line-item rate increase from \$125 per hour to \$200 per hour. Mr. Rowe stated that the increase should assist the Board in attracting new hearing officers to the Board.

Because Board members previously inquired about specific items of proposed legislation, Mr. Griggs gave updates to the progress of House Bill 10 and House Bill 66. House Bill 10 amends KRS 18A.111 to require a 24-month probationary period for any person who at any time in 18 months prior to a gubernatorial inauguration is appointed to a position in the classified service and who previously held a position that was unclassified. It also denies that person any preferences in hiring or reemployment. House Bill 10 passed both the House and Senate and is on the Governor's desk for signature or veto. House Bill 10 is expected to become law. With regard to House Bill 66, which proposed to make certain attendance requirements for video conferenced Board and Commission meetings, it did not pass the Senate and did not make it to the Governor's desk to be signed.

Ms. Haydon stated it was unfortunate that House Bill 10 passed. Mr. Griggs acknowledged that the passage of House Bill 10 may create a hurdle for the unclassified, non-merit employees who wish to return to classified state government service.

4. REPORT OF THE PERSONNEL CABINET

The Hon. Robert Long, Deputy Secretary of the Personnel Cabinet, presented a report from the Personnel Cabinet.

Deputy Secretary Long began his remarks by acknowledging the Cabinet's distribution of the Board's Guidelines for Practice the day prior to the Board's meeting. He further affirmed that the Guidelines were distributed to Cabinet and Agency General Counsel and HR Executives. Mr. Long stated that the Cabinet has already fielded questions from Agency HR regarding how to distribute the Guidelines to employees who have questions regarding the appeal process. Mr. Long stated the Cabinet was discussing providing a copy of the Guidelines to employees any time an action was taken that entitled them to appeal rights.

Mr. Long acknowledged that House Bill 10 was passed and on the Governor's desk to be signed. The bill itself had a lot of changes that seemed to be attempts to reshape executive powers. Mr. Long thought the Governor may choose to veto the bill or change the form of the bill; however, he expected the veto would be overridden. Mr. Long stated he would have more information during the May Board meeting.

Deputy Secretary Long announced the good news that the legislature approved a two percent (2%) salary increase for state employees during both Fiscal Year 2027 and Fiscal Year 2028. There was previously some concern that those increments would not be given due to the budget negotiations, and the Cabinet was very grateful the General Assembly voted to allow the increments.

The Cabinet's capital project for funds to replace the state's HR system, KHRIS, was also approved in the new budget. Once the budget is signed, assuming no changes are made, then the Cabinet will issue a Request for Proposal to obtain bids for new systems: a benefits system and a separate HR system. It will take a while to get the new systems up and running but they should be fully functional before support for KHRIS ends in 2030. A consideration for the new project may be its ability to automate and track the grievance process in a way similar to the employee performance evaluations.

Mr. Long noted that the Cabinet had requested some changes be made to the Board's grievance form and regulation. The Cabinet was planning on discussing with Board staff how to move forward with implementing those proposed changes.

Another positive noted in the budget was that the cap on employer healthcare contributions was removed. The current budget fully funds the healthcare plan as recommended by the Governor's budget. However, there may be changes in the employee's premiums due to the rising costs of healthcare; these will be smaller incremental changes rather than one large change like the cap on the employer contributions would have caused.

The Childcare initiative is going forward. An announcement will be made during employee recognition week of May 3 – 8, 2026. The contract will go before the GCRC on June 12 and, upon approval, the childcare center will open in early September.

Mr. Rowe agreed that Cabinet and Board staff need to discuss the grievance form and process. He stated that supervisors also need to be trained on the grievance process; that personnel board appeals reflect that supervisors often do not understand how to properly respond to grievances.

Ms. Haydon had questions about the new human resource information system and whether there would be changes to the healthcare premiums for employees. Mr. Long stated there would be more information forthcoming in the future.

5. CLOSED SESSION/RETURN TO OPEN SESSION

Chair Denham moved that the Board go into Executive Session for the purposes of discussions and deliberations regarding individual adjudications. Mr. Gillis seconded. Chair Denham stated that a motion had been made and seconded for the Personnel Board to retire into closed Executive Session, passed by a majority vote of the members present, with enough members present to form a quorum.

[Pursuant to KRS 61.810(1)(j), the Kentucky Open Meetings Act, the Board retired into closed Executive Session and the attendees were required to leave the video conference, pursuant to KRS 61.826. Specific justification under the Kentucky Open Meetings Act for this action were as follows: because there were deliberations regarding individual adjudications as listed on the Board's Agenda for the April 10, 2026 meeting.](10:06 a.m.)

Ms. Haydon moved that the Board return to open session. Chair Denham seconded and the motion carried 4-0. (10:32 a.m.)

6. CASES TO BE DECIDED

A. Gullett, Brandon v. Justice and Public Safety Cabinet, Department of Corrections (2024-182)

Ms. Haydon, having considered the record, including the Hearing Officer's Findings of Fact, Conclusions of Law and Recommended Order, moved to accept the recommended order dismissing the appeal. Mr. Gillis seconded, and the motion carried 4-0.

B. Helton, James v. Justice and Public Safety Cabinet, Department of Corrections (2023-139)

Mr. Gillis, having considered the record, including the Hearing Officer's Findings of Fact, Conclusions of Law and Recommended Order, moved to accept the recommended order dismissing the appeal. Mr. Reeves seconded, and the motion carried 4-0.

C. Receveur, Gavin v. Transportation (2024-094)

Ms. Haydon, having considered the record, including the Hearing Officer's Findings of Fact, Conclusions of Law and Recommended Order, moved to accept the recommended order dismissing the appeal. Mr. Gillis seconded, and the motion carried 4-0.

D. Taylor, Michael v. Transportation Cabinet (2023-045)

Mr. Gillis, having considered the record, including the Hearing Officer's Findings of Fact, Conclusions of Law and Recommended Order, moved to accept the recommended order dismissing the appeal. Ms. Haydon seconded, and the motion carried 4-0.

E. Watson, Justin v. Justice and Public Safety Cabinet, Department of Corrections (2025-019)

Chair Denham, having considered the record, including the Hearing Officer's Findings of Fact, Conclusions of Law and Recommended Order, moved to accept the recommended order dismissing the appeal. Mr. Reeves seconded, and the motion carried 4-0.

F. Webb, Michael v. Transportation Cabinet (2023-046)

Mr. Gillis, having considered the record, including the Hearing Officer's Findings of Fact, Conclusions of Law and Recommended Order, moved to accept the recommended order dismissing the appeal. Ms. Haydon seconded, and the motion carried 4-0.

Show Cause Orders – No Response Filed – Appeals Dismissed

- G. Evans, Andrea v. Justice and Public Safety Cabinet, Department of Juvenile Justice (2025-090)**
- H. Miles, Renee v. Justice and Public Safety Cabinet, Department of Juvenile Justice (2025-051)**
- I. Scott, Sarah v. Justice and Public Safety Cabinet, Department of Juvenile Justice (2025-065)**
- J. Winslow, Olympia v. Justice and Public Safety Cabinet, Department of Juvenile Justice (2025-054)**

In the cases listed above, Mr. Gillis moved to find that the Appellants had not responded to the show cause orders and that the recommended orders be accepted dismissing the appeals for failure to timely prosecute the appeals. Ms. Haydon seconded, and the motion carried 4-0.

Show Cause Order – No Response Filed – Dismissed as Withdrawn

K. Crouch, Charles v. Education and Labor Cabinet (2025-093)

In the case listed above, Mr. Gillis moved to accept the recommended order and to dismiss the appeal as withdrawn. Mr. Reeves seconded, and the motion carried 4-0.

7. WITHDRAWALS

Ms. Haydon moved to accept the following withdrawals and to dismiss the appeals. Chair Denham seconded, and the motion carried 4-0.

- A. Asher, Steve v. Justice and Public Safety Cabinet, Department of Corrections (2026-004)
- B. Cole, Jason v. Education and Labor Cabinet (2025-035)
- C. Howard, Stevie v. Justice and Public Safety Cabinet, Department of Corrections (2025-041)
- D. Reed, Keith v. Justice and Public Safety Cabinet, Department of Corrections (2025-084)
- E. Sorrells, Brett v. Justice and Public Safety Cabinet, Department of Corrections (2026-028)

8. SETTLEMENTS

Mr. Reeves moved to issue settlement orders and to sustain the appeals in the matters designated below to the extent set forth in the settlements submitted by the parties. Ms. Haydon seconded, and the motion carried 4-0.

- A. Martin, Matthew v. Transportation Cabinet, (2021-158, 2022-024, 2022-067, 2022-176)(4 appeals)
- B. Wallace, James v. Justice and Public Safety Cabinet, Department of Corrections (2025-021)

9. OTHER

- A. Case Load Reduction

- 1. Backlog, status of appeals, plan of action

Mr. Rowe discussed the number of cases currently on the Board's docket. He noted that the number of cases has been increasing over the past few months as discussed in prior meetings. He also attributed some of the increase to the postponement of some evidentiary hearings due to weather-related issues.

Mr. Rowe provided a detailed summary of the Board's evidentiary hearing docket for the month of March 2026: nine (9) hearings were scheduled, two (2) hearings were conducted, two (2) hearings were Appellant no shows (one, Olympia Winslow, is on the Board's Agenda this month, and the other, William Callahan, is on the May Board Agenda). Another case settled, two

(2) cases were withdrawn, and the last two (2) were rescheduled: one due to a Hearing Officer conflict and, in the other one, the Appellant retained counsel at the last minute who wanted to discuss settlement.

Ms. Haydon appreciated the information and found it helpful to explain the delays in the appeals. Mr. Gillis questioned the show cause process and protocol. Ms. Haydon questioned the affidavit request in the show cause process.

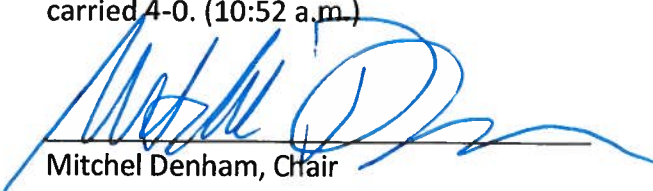
Mr. Griggs highlighted that this report reflected that all of the March cases scheduled for evidentiary hearing were resolved except for three (3) appeals.

Mr. Gillis inquired if the Board would have more attorneys interested in becoming hearing officers after the new rates went into effect in July. Mr. Rowe stated he felt there would be more interest because \$200 per hour is a competitive rate for legal work.

Chair Denham stated that having the Guidelines would assist Appellants in knowing whether their case had merit and whether to continue their appeal process.

B. Next Board Meeting: May 8, 2026

Ms. Haydon made a motion for the Board to adjourn. Mr. Gillis seconded, and the motion carried 4-0. (10:52 a.m.)



Mitchel Denham, Chair



Larry Gillis, Member



Rick Reeves, Member



Lisa Haydon, Member