

**KENTUCKY PERSONNEL BOARD  
MINUTES OF FEBRUARY 13, 2026**

1. The regular monthly meeting of the Kentucky Personnel Board was called to order by Chair Mitchel Denham on February 13, 2026, at approximately 9:30 a.m., ET, at 1025 Capital Center Drive, Suite 105, Frankfort, Kentucky.

Board Personnel Present:

Mitchel Denham, Chair  
Michelle Snodgrass-Deimling, Vice Chair  
Morgan Ward, Member  
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

2. **READING OF THE MINUTES OF THE REGULAR MEETING HELD OCTOBER 10, 2025.**

The minutes of the last Board meeting were previously circulated among the members. Chair Denham asked for any additions or corrections. Mr. Gillis moved to approve the minutes as submitted. Vice Chair Deimling seconded, and the motion carried 5-0.

\*Ms. Haydon arrived for the Board meeting.

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

Mr. Rowe stated there were several items on the report for the Board. First, the case management system, CLIO, is in the Finance approval process. The software is being purchased through a NASPO Cooperative Agreement. This is a cloud-based software system that is a significant improvement over the ProLaw system currently used by staff, with easier accessibility, added capability for tracking and summarizing cases and providing trend information. Mr. Rowe stated that having this software should make internal and external case reporting more effective.

Regarding the new staff positions the Board has requested, a staff attorney and a paralegal, the Office of the State Budget Director still needs to approve these positions. Approval is not expected until after the current legislative session has concluded. Mr. Rowe stated that he would keep the Board updated on the proposed staffing changes.

In other news, the Board has a new contract Hearing Officer applicant. The person who applied has very impressive credentials, with a lot of administrative law experience and experience as a contract Hearing Officer. The applicant also has experience working with the Justice and Public Safety Cabinet, which is the source of many appeals to the Board. Mr. Rowe and Mr. Griggs have reviewed the application materials and intend to move forward with getting a hearing officer contract approved with this person through the Finance and Administration Cabinet. Board staff expect to be able to finalize a contract with this person as a contract hearing officer within the next sixty (60) days or so, which will assist with the Board's efficiency in conducting cases and writing recommended orders.

Mr. Rowe inquired whether the Board received the latest version of Guidelines for Practice of Personnel Board Appeals. The latest version was transmitted to the Board just prior to the meeting. Mr. Rowe proposed that the Board wait until the March 2026 Board Meeting to discuss and approve the Guidelines. Mr. Griggs incorporated the changes suggested by Chair Denham. Mr. Griggs found Chair Denham's comments to be very helpful, and hoped the Board's clients, particularly the Appellants, find the Guidelines useful. Chair Denham commended Mr. Griggs on the great job he did in drafting the Guidelines.

#### **4. REPORT OF THE PERSONNEL CABINET**

The Hon. Robert Long, Deputy Secretary of the Personnel Cabinet, presented for the Cabinet.

Mr. Long explained the Personnel Cabinet's proposed cleanup of 101 KAR 2:150, the State Safety Regulation: the revisions provide clarification for the role of the State Safety Coordinator, explains that the State Safety Coordinator is not an enforcement entity, and that agencies should look to OSHA and/or the Labor Cabinet for enforcement of safety regulations. Mr. Long stated that the amended version was before the Board for its approval during this meeting. Ms. Haydon requested additional information regarding the position.

Mr. Long reported that the parties are very close to having a signed contract for the state childcare initiative. A draft contract is being reviewed by the selected vendor. As soon as the Cabinet receives a signed contract, they will be able to announce who was awarded the contract. The facility is expected to open in August 2026.

The 2025 Kentucky Employees Charitable Campaign raised over seven hundred ten thousand dollars (\$710,000) for the charitable campaign. This amount was the highest raised for the Campaign since 2017 and is one hundred eleven percent (111%) more than was raised in 2024. The Campaign ended on December 31, 2025, and the Cabinet is already in the planning stages for the 2026 Charitable Campaign.

Lastly, the Personnel Cabinet does not have any bills that it is sponsoring or advocating for with the General Assembly this session, however, there are two (2) proposed bills that are being watched: House Bill 10 and House Bill 500.

House Bill 10 has several parts, but one part would amend KRS 18A.111 to require a 24-month probationary period to 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 held a position that was unclassified under KRS 18A.115; and deny that person any preferences in hiring or reemployment. The Personnel Cabinet takes the position that the bill contradicts current provisions of KRS Chapter 18A and would also create difficulty in recruiting retirees to state government. Personnel Cabinet Secretary Mary Elizabeth Bailey sent a letter to the committee sponsors that discussed these issues in more detail and asked that this part of House Bill 10 be stricken. The Bill passed the committee and the Cabinet will be monitoring its progress. The Cabinet encourages the Board and staff to research this matter further and reach out if they have any questions.

House Bill 500 is the House's proposed base budget bill. Representative Petrie stated it was a base budget bill and items could be added or subtracted from it before it becomes final. The Bill has a provision that puts very strict caps on employer contributions for the Kentucky Employees Health Plan (KEHP). This would have a significant impact for over three hundred ten thousand (310,000) state, county, retired, and other covered employees, creating a substantial increase in healthcare premiums, higher deductibles and co-pays, and more denials of coverage or less coverage for employees' medical issues. The impact could be catastrophic to state employees and covered entities. Personnel Cabinet Secretary Mary Elizabeth Bailey sent a letter of concern to each member of the General Assembly regarding this bill and she will be sending a message to state employees later in the day informing them about the proposed cap on employer contributions and the potential impact it would have on their healthcare costs.

Chair Denham asked if the Personnel Cabinet would share the letters with the Board. Mr. Long stated he would send copies of the letters to Board staff to forward to the Board. Chair Denham asked Mr. Rowe and Mr. Griggs to review House Bill 500 to see if there are any provisions that would affect the work of the Personnel Board. Mr. Rowe agreed to do this.

A. Regulation Amendment: 101 KAR 2:150, State Safety Regulation

Donna Shelton, State Ombudsman, appeared before the Board to discuss the request by the Personnel Cabinet to amend regulation 101 KAR 2:150 and answered questions from the Board. Ms. Haydon moved to approve the amended regulation as submitted. Mr. Ward seconded, and the motion carried 6-0.

## 5. CLOSED SESSION/RETURN TO OPEN SESSION

Vice Chair Deimling moved that the Board go into Executive Session for the purposes of discussions and deliberations regarding individual adjudications. Mr. Reeves seconded. Mr. Gillis (reading for 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 justifications 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 February 13, 2026 meeting.](10:10 a.m.)**

Mr. Ward moved that the Board return to open session. Vice Chair Deimling seconded and the motion carried 6-0. (10:51 a.m.)

## 6. CASES TO BE DECIDED

### A. **Martin, Erica v. Justice and Public Safety Cabinet, Department of Juvenile Justice (2024-046)**

Mr. Gillis, having considered the record, including the Hearing Officer's Findings of Fact, Conclusions of Law and Recommended Order, the Corrected Hearing Officer's Findings of Fact, Conclusions of Law and Recommended Order, Appellant's Exceptions, and Appellee's Response to Exceptions, moved to accept the corrected recommended order dismissing the appeal. Mr. Reeves seconded, and the motion carried 6-0.

### B. **Mull, Chris v. Justice and Public Safety Cabinet, Department of Corrections (2022-039)** (Moved from January Board Agenda)

Mr. Ward, having considered the record, including the Hearing Officer's Findings of Fact, Conclusions of Law and Recommended Order, the Corrected Hearing Officer's Findings of Fact, Conclusions of Law, Appellant's Exceptions, and Appellee's Response to Exceptions, moved to accept the corrected recommended order dismissing the appeal. Ms. Haydon seconded, and the motion carried 5-0, with Chair Denham recusing.

### C. **Powell, Kayce v. Cabinet for Health and Family Services (2022-040)**

Vice Chair Deimling, having considered the record, including the Hearing Officer's Findings of Fact, Conclusions of Law and Recommended Order, and Appellant's request for oral argument,

moved to deny the request for oral argument. Ms. Haydon seconded, and the motion carried 4-0, with Chair Denham and Mr. Gillis recusing.

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

**Show Cause Orders – No Response Filed – Appeals Dismissed**

- D. Jackson, Irene v. Justice and Public Safety Cabinet, Department of Corrections (2025-024)**
- E. Mwengwa, Stanislas v. Kentucky Transportation Cabinet (2025-013)**

In the cases listed above, Ms. Haydon 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. Mr. Gillis seconded, and the motion carried 6-0.

**7. WITHDRAWALS**

Mr. Gillis moved to accept the following withdrawals and to dismiss the appeals. Mr. Reeves seconded, and the motion carried 6-0.

- A. Arnett, James v. Justice and Public Safety Cabinet, Department of Corrections (2025-039)**
- B. Beagle, Tyler v. Justice and Public Safety Cabinet, Department of Juvenile Justice (2024-047)**
- C. Grimm, Mahala v. Transportation Cabinet (2025-142)**
- D. McCord, Ely v. Justice and Public Safety Cabinet, Department of Corrections (2025-045)**
- E. Wireman, Roger v. Justice and Public Safety Cabinet, Department of Juvenile Justice (2024-180)**

**8. OTHER**

- A. Case Load Reduction**

1. Backlog, status of appeals, plan of action

Mr. Rowe stated that, according to the monthly reports, that case numbers stayed about the same through December 2025 and January 2026. Nine (9) evidentiary hearings were scheduled for January, however, only one (1) was held. This was due to several reasons, including inclement weather (ice storm), and procedural issues. Staff will review the cases on the January matter to ascertain more precisely why so many January cases were postponed and rescheduled. Currently, there are not as many dispositive motions to be ruled upon as existed this time last year. Therefore, case reduction going forward will occur mainly by completing evidentiary hearings. The number of cases scheduled for evidentiary hearing in the coming months will increase significantly compared to the last couple of months. Accordingly, Board staff wants to hire more hearing officers to conduct evidentiary hearings, which will reduce the overall Board caseload. Chair Denham asked if the January cases were resolved in some other way or were they continued or rescheduled. Mr. Rowe stated that most of the cases were continued or rescheduled.

Mr. Rowe briefly reviewed the 2025 Calendar Year Report. Mr. Griggs discussed the importance of having outside third-party contract hearing officers, who are able to conduct and write the recommended orders. Chair Denham stated his hope that the General Assembly would provide the Personnel Board a sufficient budget to continue to use contract hearing officers.

Vice Chair Deimling asked Board staff to produce for the next Board meeting an updated list of all cases that were filed in 2022 or before and an explanation as to why these cases are taking longer to resolve. Mr. Rowe stated that the Board would be provided a list of the older cases and their current status before the next Board meeting.

B. Guidelines for Practice of Personnel Board Appeals  
--Discussion and Approval

Vice Chair Deimling moved that the discussion and approval of the Personnel Board Guidelines be passed to the February meeting of the Board. Mr. Ward seconded and the motion carried 4-0.

Mr. Gillis asked whether the Practice Guidelines should include discussion of the Board's limited jurisdiction over salary disparity appeals. Mr. Rowe said they would discuss how to include that information in the Guidelines.

Ms. Haydon asked about the change to the Board's limitation period for discrimination claims and when the length of time to file an appeal changed from sixty (60) days to thirty (30) days. Mr. Rowe and Mr. Griggs responded to Ms. Haydon's question by discussing and referring to the 2023 changes to KRS 18A.095.

C. Next Board Meeting: **March 13, 2026**

Ms. Haydon made a motion for the Board to adjourn. Mr. Gillis seconded, and the motion carried 6-0. (11:15 a.m.)

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Mitchel Denham, Chair

  
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Morgan Ward, Member

  
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Rick Reeves, Member

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Lisa Haydon, Member

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APR 24 2026

Personnel Board

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APR 28 2026

Personnel Board

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Ms. Haydon made a motion for the Board to adjourn. Mr. Gillis seconded, and the motion carried 6-0. (11:15 a.m.)

  
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APR 29 2026

Personnel Board

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Ms. Haydon made a motion for the Board to adjourn. Mr. Gillis seconded, and the motion carried 6-0. (11:15 a.m.)


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