

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

1. The regular monthly meeting of the Kentucky Personnel Board was called to order by Chair Denham on June 12, 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
Lisa Haydon, Member
Gordon Slone, Member
Demetrius Holloway, Member
David Bradley, Member
Thomas J. Gilpin, 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 JUNE 12, 2026.**

The minutes of the last Board meeting were previously circulated among the members. Chair Denham asked for any additions or corrections. Vice Chair Snodgrass-Deimling moved to approve the minutes as submitted. Mr. Slone seconded, and the motion carried 7-0.

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

**** New Board Members, Demetrius Holloway, David Bradley and Thomas J. Gilpin, were sworn in by Executive Director/Board Secretary Gordon A. Rowe, Jr.**

Mr. Rowe welcomed the new members to the Personnel Board. Mr. Rowe asked the new Board members to each give a brief introduction of themselves to the Board and they did so.

Mr. Rowe stated that his report would be brief. He updated the Board on the progress of the Board's Clio case management system; staff have been working on implementation the last few months and are working to complete the migration of data from the ProLaw system into Clio. Staff have attended some training sessions prior to the migration and will be attending additional training sessions following the data migration.

Mr. Rowe reported that, since the June Board meeting, there has been an increase to the hourly rate paid to the contract Hearing Officers, from \$125 per hour to \$200 per hour. Mr. Rowe considers the \$200 per hour rate as a competitive rate to private practice rates that should allow the Board to attract more Hearing Officers. With additional Hearing Officers, the Board will be able to conduct more evidentiary hearings and increase the number of cases for the Board to review each month. A new Hearing Officer, the Hon. Keith Hardison, will begin working in August.

The Personnel Cabinet has submitted leave regulations for the Board's review and approval. Mr. Griggs has also been working with the Personnel Cabinet to revise and update the current grievance regulations. Mr. Rowe and Mr. Griggs will be reporting to the Board regarding the grievance regulation updates soon.

4. REPORT OF THE PERSONNEL CABINET

The Hon. Robert Long, Deputy Secretary of the Personnel Cabinet, and Jamie Caldwell, Acting Commissioner of the Department of Human Resources Administration, presented for the Cabinet.

Mr. Long discussed some positive updates regarding Personnel Cabinet activities. He stated that the Cabinet has had strong attendance at the Wellness Fairs, and attendant employees have been able to receive wellness advice and certain health screenings. Two (2) additional Wellness Fairs are planned: July 22 and August 5. Plans are already being considered regarding the 2027 Wellness Fairs.

Mr. Long stated that the Open Enrollment period for the 2027 calendar year will be an active enrollment, which means that all employees must enroll to receive benefits for the next year. The Cabinet is actively scheduling Open Enrollment Fairs to educate members. During the 2026 legislative session, the General Assembly approved the purchase of a new benefits system. Having an active open enrollment in October will help sanitize the data for the new system.

Mr. Long confirmed the annual two percent (2%) increment, which was passed by the General Assembly, was processed by the Personnel Cabinet and became effective on July 1, 2026. The increment will be reflected in state employees' July 30, 2026 paychecks.

All nominations have been received and the nomination period has closed for the Governor's Ambassador's Awards program. Winners will be announced during August.

A. Personnel Cabinet Regulations

101 KAR 2.102, Classified Leave

101 KAR 3.015, Unclassified Leave

101 KAR 2.221, Employee Educational Assistance Program

Mr. Long stated that Commissioner Caldwell would discuss the regulation changes to classified and unclassified leave regulations and the education assistance regulation and answer any questions the Board had. Mr. Long noted that the educational assistance regulation was very outdated, is not fully IRS compliant and focuses all of the incentive to be earned at Kentucky State University. The proposed educational assistance regulation is IRS compliant and allows for educational assistance throughout the Commonwealth if the agency budget allows. Regarding the classified and unclassified leave regulations, Mr. Long said that the biggest change was that the carryover chart for each level of leave has been increased by thirty (30) days. Also, Tier 3 retirement employees who achieve the annual leave cap will be allowed to roll additional leave into sick leave or they may have the option to have the additional leave paid out in a lump sum to the employee.

Mr. Long and Commissioner Caldwell answered questions from the Board. Mr. Long stated that the Cabinet would continuously review the effectiveness of the regulation change and make changes or updates as necessary while also being mindful of budget constraints.

Board members acknowledged the amount of work that goes into updating regulations and stated their appreciation for the Cabinet's regulations review.

Mr. Long reaffirmed that a goal of the Personnel Cabinet is to make state government an employer of choice for applicants. In order to achieve this goal, the Cabinet is dedicated to providing tools to recruit the best and brightest candidates.

Mr. Gilpin moved to approve all three (3) amended regulations as submitted. Mr. Bradley seconded, and the motion carried 7-0.

5. CLOSED SESSION/RETURN TO OPEN SESSION

Vice Chair Snodgrass-Deimling moved that the Board go into Executive Session for the purposes of discussions and deliberations regarding individual adjudications. Mr. Gilpin 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 other 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 July 10, 2026 meeting.](10:24 a.m.)

Chair Denham moved that the Board return to open session. Mr. Slone seconded, and the motion carried 7-0. (11:23 a.m.)

6. CASES TO BE DECIDED

A. Bentley, Stephanie v. Cabinet for Health and Family Services (2024-141)

Vice Chair Snodgrass-Deimling, 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 6-0, with Chair Denham abstaining.

B. Caskey, Jesse v. Justice and Public Safety Cabinet, Department of Juvenile Justice (2024-174)

Vice Chair Snodgrass-Deimling, having considered the record, including the Hearing Officer's Findings of Fact, Conclusions of Law and Recommended Order, and Appellee's request for oral argument, moved to deny the request for oral argument. Ms. Haydon seconded, and the motion carried 7-0.

Vice Chair Snodgrass-Deimling, having considered the record, including the Hearing Officer's Findings of Fact, Conclusions of Law and Recommended Order, Appellee's exceptions, Appellant's response to Appellee's exceptions, moved to accept the recommended order sustaining the appeal to the extent therein. Ms. Haydon seconded, and the motion carried 7-0.

C. Henderson, John v. Justice and Public Safety Cabinet, Department of Corrections (2024-184)

Mr. Slone, 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. Bradley seconded, and the motion carried 7-0.

D. Jones, Laurielee v. Cabinet for Health and Family Services (2020-220)

Ms. Haydon, 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. Mr. Gilpin seconded, and the motion carried 6-0, with Chair Denham abstaining.

Ms. Haydon, having considered the record, including the Hearing Officer's Findings of Fact, Conclusions of Law and Recommended Order, and Appellee's exceptions, moved to accept

the recommended order dismissing the appeal. Vice Chair Snodgrass-Deimling seconded, and the motion carried 6-0, with Chair Denham abstaining.

E. Lewis, Shelley v. Cabinet for Health and Family Services (2025-075)
(Moved to August Board)

F. Martin, Dewayne Keith v. Cabinet for Health and Family Services (2025-079)

Vice Chair Snodgrass-Deimling, 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. Bradley seconded, and the motion carried 6-0, with Chair Denham abstaining.

G. Smith, Gwenyth v. Justice and Public Safety Cabinet, Department of Corrections (2025-106)

Mr. Slone, having considered the record, including the Hearing Officer's Findings of Fact, Conclusions of Law and Recommended Order, moved to accept the Final Order as altered, as attached to the minutes, dismissing the appeal. Mr. Gilpin seconded, and the motion carried 7-0.

H. Stevens, Christopher v. Justice and Public Safety Cabinet, Department of Corrections (2024-164)

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. Gilpin seconded, and the motion carried 7-0.

I. Stratton, Paul v. Energy and Environment Cabinet (2024-029 and 2024-115)(2 appeals)
(Moved from June Board)

Mr. Slone, 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. Mr. Bradley seconded, and the motion carried 7-0.

Show Cause Orders – No Response Filed – Appeals Dismissed

- J. Dykes, Kenneth v. Justice and Public Safety Cabinet, Department of Juvenile Justice (2024-061, 2024-104, & 2025-056)(3 appeals)
- K. Scott, Timothy v. Justice and Public Safety Cabinet, Department of Corrections (2025-114)

In the cases listed above, Vice Chair Snodgrass-Deimling 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 7-0.

Show Cause Order – Response Filed – Appeal Dismissed

- L. Powell, Kayce v. Cabinet for Health and Family Services (2021-105)
(Moved from June Board)

In the case listed above, the Board found that the Appellant had provided good cause for her absence and the case should be taken off of this Board Agenda and returned to the Hearing Officer for further proceedings.

7. WITHDRAWAL

Ms. Haydon moved to accept the following withdrawal and to dismiss the appeal. Mr. Slone seconded, and the motion carried 7-0.

- A. Varney, Victoria v. Education and Labor Cabinet (2026-089)

8. SETTLEMENTS

Vice Chair Snodgrass-Deimling 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. Mr. Bradley seconded, and the motion carried 7-0 on Item “E”, and the motion carried 6-0 on Items “A”, “B”, “C” and “D”, with Chair Denham abstaining.

- A. Dorman, Anthony v. Cabinet for Health and Family Services (2025-119)(Mediation)
- B. Ferguson, Mollie v. Cabinet for Health and Family Services (2026-076)
- C. Griffin, Toni v. Cabinet for Health and Family Services (2025-087)
- D. Johnson, Jennifer v. Cabinet for Health and Family Services (2026-035)
- E. Pence, Dustin v. Justice and Public Safety Cabinet, Department of Corrections (2026-068)

9. OTHER

A. Case Load Reduction

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

Mr. Rowe stated that the Board is making good progress towards its goal of case load reduction. During the June Board meeting, the Board issued twenty-nine (29) final orders. Eleven (11) new appeals were filed during June, resulting in a net reduction of eighteen (18) cases overall.

Mr. Rowe said that Board staff continued to try to schedule eight (8) to ten (10) evidentiary hearings per month. During June, seven (7) evidentiary hearings were scheduled; two (2) were held, one (1) case settled, one (1) was rescheduled, one (1) was withdrawn, one (1) case was continued because the agency filed a motion to dismiss that needed to be addressed before the hearing, and one (1) was rescheduled due to illness. Also, the Executive Branch Ethics Commission conducted a hearing in the Boardroom for a week so the Board staff did not schedule any hearings during that week due to the use of the Boardroom.

Mr. Griggs added that the Agenda reflects how staff are continuing to work on the backlog of cases by implementing case reduction strategies. Also, Mr. Rowe's report on hearings shows that most of the cases in the report were resolved in some way. Mr. Griggs stated that Board staff would remain updated as to the progress of the case load reduction.

Chair Denham questioned the monthly report showing mediations were zero (0). Ms. McDonald stated that this referred to in-house mediations and not the cases that are being mediated by the Kentucky Employee Mediation Program (KEMP). Mr. Griggs reported that, even if the parties do not settle during mediation, sometimes the settlement negotiations continue between the parties following that and the matter eventually settles.

B. Next Board Meeting: **August 14, 2026.**

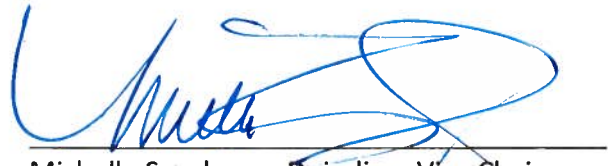
C. Board Photograph

Mr. Rowe discussed that the 2025 photograph needed to be re-taken because the photographer with whom the Board contracted did not provide the photographs that were taken and has not responded to messages from Board staff (he did not invoice the Board for taking the photograph). Ms. McDonald stated that the annual photograph for the current Board needed to be scheduled also. After discussion, the Board agreed to schedule the photographs to be taken at the August 2026 Board meeting and to invite past Chair, Michael Eaves, and past Board members Morgan Ward, Larry Gillis and Rick Reeves to recreate the 2025 Board photograph.

Ms. Haydon made a motion for the Board to adjourn. Vice Chair Snodgrass-Deimling seconded, and the motion carried 7-0. (11:43 a.m.)



Mitchel Denham, Chair



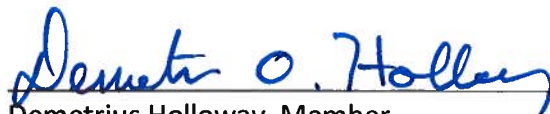
Michelle Snodgrass-Deimling, Vice Chair



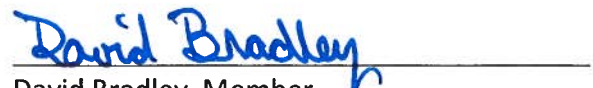
Lisa Haydon, Member



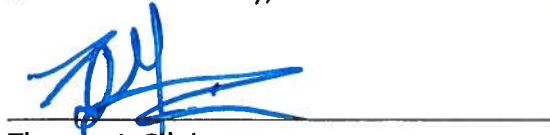
Gordon Slone, Member



Demetrius Holloway, Member



David Bradley, Member



Thomas J. Gilpin