



## KENTUCKY PERSONNEL BOARD

**Andy Beshear**  
GOVERNOR

1025 Center Drive, Suite 105  
Frankfort, Kentucky 40601  
Phone (502) 564-7830  
Fax (502) 695-5799  
<http://personnelboard.ky.gov>  
[www.kentucky.gov](http://www.kentucky.gov)

**Gordon A. Rowe, Jr.**  
EXECUTIVE DIRECTOR

**Erritt H. Griggs**  
GENERAL COUNSEL

### MEMORANDUM

**TO:** Cabinet Secretaries and Agency Heads

**FROM:** Gordon A. Rowe, Jr., Executive Director *GA Rowe*

**DATE:** November 18, 2025

**SUBJECT:** Personnel Board Meeting Dates for 2026

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The following is a list of scheduled meeting dates for calendar year 2026. The meetings will be held at **9:30 a.m. (ET) at 1025 Capital Center Drive, Suite 105**, Frankfort, Kentucky. Parties, counsel, and the general public may attend in person if they wish. Also, pursuant to KRS 61.826(2), all meetings will be held via video teleconference using Zoom. Instructions for using Zoom, including the passcode, are on the Board's website: [PersonnelBoard.ky.gov](http://PersonnelBoard.ky.gov). On occasion, the Board may change a date but will provide at least seven (7) days advance notice of the change.

January 9	May 8	September 11
February 13	June 12	October 9
March 13	July 10	November 13
April 10	August 14	December 11

GAR/gbm

cc: Board Members  
Secretary of State

**TEAM**  
**KENTUCKY**<sup>TM</sup>

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**KENTUCKY PERSONNEL BOARD**

**ANNUAL REPORT**

**FOR**

**FISCAL YEAR 2025**

## **SUMMARY OF ACTIVITIES**

This annual report is generated pursuant to KRS 18A.075(6).

The list below enumerates the major activities of the Personnel Board during Fiscal Year 2025.

1. Hearing appeals pursuant to the provisions of KRS Chapter 18A of Merit System (classified) employees and unclassified employees, who have been dismissed, demoted, suspended, or who have alleged some other violation of KRS Chapter 18A.
2. Revision of administrative regulations as needed.
3. Tracking grievances that are filed within the agencies.
4. Zealous protection of the merit system and due process rights of merit state employees and state agencies.
5. Participation by Hearing Officers, Executive Director, and General Counsel in intensive hearing officer training conducted by the Office of the Attorney General and other professional organizations as mandated by KRS Chapter 13B, Administrative Hearing Procedures Act.
6. Conducting investigations of matters relating to KRS Chapter 18A as they are brought to the Board by various means.
7. Training state personnel on the activities of the Board and the provisions of KRS Chapter 18A.

**KENTUCKY PERSONNEL BOARD MEMBERSHIP  
FISCAL YEAR 2025  
JULY 1, 2024 – JUNE 30, 2025**

The Kentucky Personnel Board consists of five members who are appointed by the Governor for overlapping terms of four years, and two Merit System (classified) employees who are elected by their peers, also for four-year terms.

<b><u>ACTIVE MEMBERS</u></b>	<b><u>COUNTY OF RESIDENCE</u></b>	<b><u>APPOINTMENT, REAPPOINTMENT OR ELECTION</u></b>	<b><u>END OF TERM</u></b>
Michael Eaves --Chair	Madison	Appointed September 25, 2023	January 1, 2025
(Appointed to fill vacancy caused by McKinnley Morgan's resignation)			
Mitchel Denham --Vice Chair	Jefferson	Appointed January 9, 2023	January 1, 2027
Rick Reeves	Whitley	Elected July 1, 2022	June 30, 2026
Larry Gillis	Anderson	Elected July 1, 2022	June 30, 2026
Morgan Ward	Jefferson	Appointed January 18, 2022	January 1, 2026
Lisa Haydon		Appointed	January 1, 2028
Michelle Snodgrass-Deimlin Campbell		Appointed February 5, 2025	January 1, 2028
(Appointed to fill vacancy caused by Josh Hardesty's resignation)			

**PAST MEMBERS WHO SERVED PART OF FISCAL YEAR 2024**

Josh Hardesty	Jefferson	Appointed May 15, 2024	Resigned – August 13, 2024
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## **APPEALS**

In Fiscal Year 2025, the Personnel Board received one hundred seventy-five (175) appeals alleging some violation of KRS Chapter 18A. These appeals came from classified and unclassified employees who had been dismissed, suspended, demoted, laid off, or who alleged some other merit system violation. Included in this number are appeals from employees who made allegations of discrimination. Persons eligible on employment registers compiled by the Personnel Cabinet who alleged some form of penalization are also allowed to make certain claims to the Board and those appeals are included in this number. This number also includes appeals filed by individuals over which the Personnel Board's legal jurisdiction is questionable. Those appeals were reviewed to determine whether the Board actually had jurisdiction.

The Board held approximately five hundred thirteen (513) pre-hearing conferences. Each appeal is scheduled for a pre-hearing to determine the issues and address any matters that need to be clarified before the evidentiary hearing. Some appeals may require more than one pre-hearing conference. The Board's Executive Director and General Counsel conducted all pre-hearing conferences in Fiscal Year 2025.

Hearing Officers (including the Executive Director and General Counsel) conducted twenty-two (22) evidentiary hearings. Some of these were multiple-day hearings, while others lasted only part of a day. The Board reviews each of the Hearing Officers' Findings of Fact, Conclusions of Law and Recommended Order. The Board also reviews any Exceptions and Responses to Exceptions filed by the parties and may consider oral arguments, if necessary. In all cases, the Board takes the final action.

The Executive Director(s) and the General Counsel of the Personnel Board did not mediate any Personnel Board appeals during Fiscal Year 2025. However, the Personnel Board made fifteen (15) referrals to the Kentucky Employee Mediation Program (KEMP) resulting in five (5) successful mediations in five (5) appeals.

#### **APPEAL STATISTICS**

Appeals Pending 7-01-2024	206
Appeals Filed During Fiscal Year	175
Final Orders Sent Out for Fiscal Year	<u>144</u>
Total Pending Cases 6-30-2025	237

#### **FINAL ORDERS SENT**

Agency Actions Upheld (Appeal dismissed)	69
Appeals Sustained to Extent (Agency's penalty lessened)	0
Appeals Sustained (Agency's action reversed)	0
Reinstatements (Employee returned to work after dismissal)	0
Agreed Orders (Settlements)	23
Withdrawals (Appellant decided not to proceed)	52

## **PROMULGATION AND REVIEW OF ADMINISTRATIVE REGULATIONS**

Pursuant to KRS 18A.075(1) the Personnel Board is required to promulgate comprehensive administrative regulations consistent with the provisions of KRS 18A.005 to 18A.200. Additionally, pursuant to KRS 18A.110(6), the Kentucky Personnel Board reviews administrative regulations promulgated by the Kentucky Personnel Cabinet and makes recommendations to its Cabinet Secretary.

During the November 2024 Personnel Board meeting, proposed revisions to probationary periods and job classification titles contained in 101 KAR 1:325 were considered and approved by the board. These changes were made after a review by the Personnel Cabinet and Board staff and in response to requests by the agencies. The changes to the regulation were subsequently filed with the Legislative Research Commission on January 27, 2025, and were effective September 2, 2025.

During the August 2024 Personnel Board meeting the proposed 101 KAR 2:086, Intern Interview Preference, was reviewed by the Board and recommended for approved. These changes provided an interview preference for those candidates that completed their internship program through the Personnel Cabinet and with the Commonwealth of Kentucky. The internship programs generally consist of a ten (10) week, three hundred (300) hour work program. This new regulation was subsequently filed with the Legislative Research Commission on November 13, 2024, and took effect on March 4, 2025.

During the December 2024 Personnel Board Meeting, proposed revisions to Classified Leave General Requirements, contained in 101 KAR 2:102, Leave Requirements for Unclassified Service, contained in 101 KAR 3:015, Classified Compensation Administrative Regulations, contained in 101 KAR 2:034, and Compensation Plans and Pay Incentives for Unclassified Service, contained in 101 KAR 3:045, were reviewed and recommended for approval by the Board.

## GRIEVANCES

KRS 18A.075(6) was amended by the General Assembly in 2010 and reads as follows:

(6) Make annual reports to the Governor, the Legislative Research Commission, the secretary of the Personnel Cabinet, and the co-chairs of the Interim Joint Committee on State Government prior to October 1. The board shall make biennial reports to the General Assembly, which reports shall be a public record freely available to those persons interested in obtaining a copy. The board may request state agencies to provide information to assist the board in compiling the reports, which shall include the following:

(a) The number of merit state employees at the beginning and the end of the reporting period;

(b) The total number of grievances filed, and mediation requests made by merit employees during the reporting period;

(c) A tabulation of the stages in which employee complaints were resolved during the reporting period; and

(d) The average amount of time taken to resolve employee complaints during the reporting period, by stage.

The total number of Merit (classified) employees on July 1, 2024, was 24,783.

Total number of Merit (classified) employees on June 30, 2025, was 25,522.

Five hundred forty-six (546) grievances were filed by Merit (classified) employees in FY 2025.

There can be several stages of a grievance, depending at what stage the grievance is resolved.

Number of grievances resolved at first level of review:	144
Average time to resolve for first level:	8 days
Number of grievances resolved at second level of review:	97
Average time to resolve at second level:	6 days
Number of grievances resolved at third level of review:	187
Average time to resolve at third level:	8 days
Number of grievances resolved at fourth level of review:	103
Average time to resolve at fourth level:	5 days
Number of grievances resolved at Appointing Authority level (final level):	96
Average time to resolve at Appointing Authority level (final level):	12 days



## PERSONNEL BOARD TRAINING

The Personnel Board Executive Director, Gordon Rowe, and General Counsel, Erritt Griggs, participated notably in organizing and presenting KRS 13B qualified hearing officer training during 2025. Under the umbrella of the Kentucky's Administrative Law Judge's Association (Kentucky Administrative Adjudicators Association or "KAAA"), Mr. Rowe and Mr. Griggs spoke and provided materials to support continuing education for hearing officers to meet their educational requirements under Kentucky's Administrative Procedures Act. Mr. Rowe and Mr. Griggs gave live presentations of: KRS 13B Best Practices, during KAAA's 2024 fall CLE event; and KRS 13B and Other Sources of Hearing Officer Authority, during its 2025 annual convention at the Center for Kentucky History. Mr. Griggs, a past-president of the organization, was again an at-large member of KAAA's Board of Directors, assisting its mission by creating and organizing continuing legal education. Throughout the 2024-2025 educational year, KAAA organized and provided ten (10) hours of KRS 13B mandated credit for hearing officers.

Mr. Rowe and Mr. Griggs also participated during the year in various presentations and other outreach on behalf of the Board. After serving several years as a section director, Mr. Griggs served as the Kentucky Bar Association's ("KBA") Labor and Employment Law section Chairperson for the 2024-2025 term. Additionally, Mr. Griggs presented Employment Law Unveiled: Adapting to Change in the Modern Workplace during the KBA 2025 Annual Convention at the Lexington Convention Center. Other outreach included their presentation to mediators, many of whom are KRS 13B hearing officers, during the Kentucky Employers Mediation Program hosted by the Kentucky Personnel Cabinet.

## **INVESTIGATIONS**

Pursuant to KRS 18A.075, the Personnel Board has the power to conduct investigations concerning abuses of the merit systems.

1. The Board continued its investigation of merit system violations of the State Board of Elections/Secretary of State's office at the request of Jared Dearing. This investigation is ongoing.

The Board continued its investigation of merit system violations of the Cabinet for Health and Family Services. This investigation is ongoing.

## KENTUCKY PERSONNEL BOARD MEETINGS

In compliance with KRS 18A.070(2), the Personnel Board scheduled at least one regular meeting each month.

### 2024

July 12

August 9

September 13

October 11

November 8

December 13

### 2025

January 10

February 14

March 14

April 11

May 9

June 13

All meetings were conducted in accordance with the Kentucky Open Meetings Act (KRS 61.805, *et seq.*). Notices were sent to the press and posted in public places.