

HOUSE BUDGET REVIEW SUBCOMMITTEE ON PERSONNEL, PUBLIC RETIREMENT, AND FINANCE

Minutes of the 1st Meeting of the 2026 Regular Session

January 14, 2026

Call to Order and Roll Call

The first meeting of the House Budget Review Subcommittee on Personnel, Public Retirement, and Finance of the House Standing Committee on Appropriations and Revenue was held on January 14, 2026, at 12:00 PM in Room 169 of the Capitol Annex. Representative Walker Thomas, Chair, called the meeting to order, and the secretary called the roll.

Present were:

Members: Representative Walker Thomas, Chair; Representatives Erika Hancock, Kevin Jackson, and Matt Lockett.

Guests: Jamie Caldwell, Commissioner, Department of Human Resources Administration; Chris Chamness, Commissioner, Department of Employee Insurance; Robbie Perkins, Director, Division of Technology Services; and Robert Long, Deputy Secretary.

LRC Staff: Heather Keene and James Thornton.

Personnel Cabinet

Commissioners Caldwell, Chamness, Perkins, and Long gave an update on the need, time lines, and costs necessary to replace the Kentucky Human Resources Information System (KHRIS). They indicated that KHRIS will no longer receive support from SAP, the vendor, after 2030 and that the State cannot afford that level of risk for the over 400,000 current and former users of the system. The speakers termed the action a true replacement.

In response to Representative Jackson, it was detailed that the implementation will be for five years before going to a supporting phase and that the largest cost is integration due to the need for tax compliance and data security.

In response to Representative Lockett, it was stated that the costs have risen due to inflation, additional needs, and if the time line cannot be met there is no plan B.

In response to Representative Lockett, It was stated that transparency is central to success, updates will be at least monthly, and the cost estimates were arrived from research, trend

analysis, and consultation with other states. The attendees noted that payments to vendors are delivery-based over five years and paid out on a staggered schedule.

Adjournment

The next meeting is scheduled for January 21, 2026. There being no further business before the subcommittee, the meeting was adjourned at 12:35.