

**KENTUCKY PERSONNEL BOARD
MINUTES OF NOVEMBER 20, 2015**

1. The regular monthly meeting of the Kentucky Personnel Board was called to order by Chairman Doug Sapp on November 20, 2015, at approximately 9:30 a.m., 28 Fountain Place, Frankfort, Kentucky.

Board Personnel Present:

Wayne "Doug" Sapp, Chairman
Larry B. Gillis, Vice Chairman
David B. Stevens, Member
David F. Hutcheson, Jr., Member
Tommy W. Chandler, Member
Amanda Cloyd, Member
Mark A. Sipek, Executive Director and Secretary
Boyce A. Crocker, General Counsel
Cynthia Perkins, Administrative Section Supervisor

2. **READING OF THE MINUTES OF REGULAR MEETING HELD OCTOBER 12, 2015**

The minutes of the last Board meeting had been previously circulated among the members. Chairman Sapp asked for additions or corrections. Judge Chandler moved to approve the minutes, as submitted. Dr. Stevens seconded and the motion carried 6-0. The Board members signed the minutes.

3. **EXECUTIVE DIRECTOR'S REPORT**

Mr. Sipek reported that the proposed budget for Fiscal Years 2016-2018 has been submitted for approval. The budget included additional funds for the election of merit employee Board members in 2018. Also, the Gubernatorial Transition Planning Document, requested by the Governor's office, has been submitted.

The amended Administrative Regulation, 101 KAR 1:325, Probationary Periods, will be before the subcommittee on December 9, 2015.

Mr. Sipek stated that he and Mr. Crocker attended the Annual EEO conference. Mr. Sipek remembered when the conference lasted four days. Although it is a one-day conference now; it continues to be an excellent event. Mr. Gillis was on the panel regarding First Amendment issues for government employees.

Mr. Sipek stated that Ms. Gwen McDonald and Ms. Cindy Perkins continue to work long hours to get the work done. An offer has been made and accepted to fill the vacant Administrative Specialist III position; awaiting approval from the Personnel Cabinet.

At the conclusion of Mr. Sipek's report, Chairman Sapp called for the Personnel Cabinet's report.

4. **PERSONNEL CABINET'S REPORT**

Ms. Dinah Bevington, Acting Secretary of the Personnel Cabinet, came forward to present the Personnel Cabinet's report.

Ms. Bevington reported that Governor Steve Beshear; Heather French Henry, Kentucky Veterans Affairs; and Ed Monahan, Public Advocate, each received the Charles W. Anderson Laureate Award at the Annual EEO Conference.

The HR Administrators were trained in FSLA, Mr. Gillis did an excellent job. The Personnel Cabinet continues to train the workforce, specifically in mandatory evaluation training. In 2016, employees will take mandatory ethics training. Training opportunities continue to grow. KELMS keeps track of employee's training.

The Kentucky Employees Charitable Campaign (KECC) raised 1.1 million dollars so far and money is still coming in. The Personnel Cabinet is also a finalist by Louisville Business First and will be accepting an award next week.

Ms. Bevington stated that the Personnel Cabinet is more prepared this year for the Board's approval of petitioned positions. There were 101 positions requested for re-approval by the Personnel Cabinet and 82 of these have been submitted for the Board's approval. Any position that has been vacant since 2011 was removed from the list. Each agency has prepared a memorandum explaining why they needed the position, which was provided to the Board. Chairman Sapp commented that the new administration has the option to request new positions to be approved before the Board. Judge Chandler asked who has authority to fill these positions. Ms. Bevington stated that the agency appointing authority has the authority to fill the positions. [Mr. Gillis recused from any discussion and will not be voting on this matter.] Ms. Bevington took this opportunity to thank Mr. Gillis, Mr. Jim Lambert and Mr. Rick Davis for their hard work in making this process easy.

5. **Petitioned Positions – Renewal of Petitioned Positions pursuant to KRS 18A.115**

A. Attorney General

1. Executive Assistants (2)
 - i. 30005969
 - ii. 30005970
2. Executive Advisor - 30005979

B. Local Government

1. Deputy Commissioner – 30008044
2. Special Assistant (2)
 - i. 30008069

- ii. 30008078
 - 3. Executive Assistants (3)
 - i. 30008073
 - ii. 30008074
 - iii. 30008075
 - 4. Administrative Coordinator (2)
 - i. 30008079
 - ii. 30008080
- C. Military Affairs**
 - 1. Special Assistant – 31024880
- D. KY Board of Architects**
 - 1. Special Assistant – 30008369
- E. Real Estate Commission**
 - 1. Special Assistant – 30008782
- F. Secretary of State**
 - 1. Executive Advisor – 30008133
 - 2. Special Assistant – 30008134
- G. State Treasurer**
 - 1. Executive Staff Assistant (2)
 - i. 30008186
 - ii. 30008190
- H. Homeland Security**
 - 1. Deputy Executive Director – 30007286
- I. Transportation**
 - 1. Highways
 - a. State Highway Engineer – 30009384
 - b. Administrative Coordinator – 30009391
 - c. Executive Advisor – 30009504
 - 2. Vehicle Regulation
 - a. Administrative Coordinator – 30014224
 - 3. Legal Services
 - a. Administrative Coordinator – 30009043
 - b. Special Assistant – 30009046
 - 4. Office of the Secretary
 - a. Policy Advisor – 30008958
 - b. Administrative Coordinator – 30008960
 - c. Executive Advisor – 30008995
- J. Economic Development**
 - 1. Office of the Secretary
 - a. Administrative Coordinator – 30014464
 - b. Policy Advisor – 30014486
 - c. New Business Development Agent (6)
 - i. 30014530
 - ii. 30014531
 - iii. 30014532

- iv. 30014533
 - v. 30014534
 - vi. 30014535
 - d. Business Development Specialist (6)
 - i. 31008747
 - ii. 31014042
 - iii. 31023426
 - iv. 31027123
 - v. 31035910
 - vi. 31037358
 - e. Deputy Executive Director – 31014400
- K. Finance and Administration**
 - 1. Commonwealth Office of Technology
 - a. Special Assistant – 30014642
- L. Tourism, Arts and Heritage**
 - 1. Travel
 - a. Executive Assistant – 30021912
 - 2. Fish and Wildlife
 - a. Executive Assistant – 30019794
 - b. Administrative Coordinator – 30019799
 - 3. Kentucky Horse Park
 - a. Executive Staff Assistant – 30020415
 - 4. State Fair Board
 - a. Executive Assistant - 30019204
- M. Education & Workforce Development**
 - 1. Department of Education
 - a. Policy Advisor – 30024634
- N. Health and Family Services**
 - 1. Medicaid Services
 - a. Policy Advisor – 30034339
 - 2. Public Health
 - a. Policy Advisor – 30027286
 - 3. Behavioral Health, Dev. & Int. Disab.
 - a. Deputy Commissioner – 30027721
 - b. Policy Advisor – 30027727
 - 4. Community Based Services
 - a. Deputy Commissioner – 30029519
 - 5. Office of the Secretary
 - a. Policy Advisor (2)
 - i. 30025735
 - ii. 30025740
- O. Justice and Public Safety**
 - 1. Corrections
 - a. Deputy Commissioner – 30043346
 - 2. Juvenile Justice

- a. Deputy Commissioner – 30037588
 - 3. Criminal Justice Training
 - a. Deputy Commissioner – 30039129
 - 4. State Police
 - a. Executive Staff Assistant – 30035427
 - 5. Office of the Secretary
 - a. Deputy Secretary – 30034726
- P. Personnel Cabinet**
 - 1. Employee Insurance
 - a. Special Assistant – 30043826
 - 2. Office of the Secretary
 - a. Special Assistant – 30043631
- Q. Labor**
 - 1. Office of the Secretary
 - a. Policy Advisor (2)
 - i. 30043868
 - ii. 30043871
- R. Energy and Environment**
 - 1. Natural Resources
 - a. Special Assistant – 30044601
 - b. Executive Assistant – 30044604
 - 2. Public Service Commission
 - a. Executive Advisor (2)
 - i. 30044388
 - ii. 30044397
 - b. Special Assistant
 - i. 30044392
 - ii. 30044398
 - c. General Counsel – 30044404
 - 3. Office of the Secretary
 - a. Deputy Secretary – 30044512
- S. Public Protection**
 - 1. Department of Insurance
 - a. Deputy Commissioner – 30047136
 - b. Executive Assistant – 30047137
 - 2. Alcoholic Beverage Control
 - a. Special Assistant – 30047303
 - 3. Housing, Buildings and Construction
 - a. Policy Advisor – 30047518
 - b. Deputy Commissioner – 30047521
 - 4. KY Horse Racing Commission
 - a. Policy Advisor – 30047034
 - b. Special Assistant – 30047035
 - c. Executive Assistant - 30047054

Mr. Hutcheson moved to approve all of the petitioned positions, to begin January 1, 2016, for five years. Dr. Stevens seconded the motion and the motion carried 5-0, with Mr. Gillis recusing.

Dr. Stevens proposed that Ms. Bevington be commended for her service to the Commonwealth of Kentucky and, specifically, to the Personnel Board for her dedication to upholding the principles of the state merit laws. The motion was well received and adopted by acclamation of the Board.

6. ORAL ARGUMENTS

Chad N. Knight v. Justice and Public Safety Cabinet/Corrections

Present for oral arguments were Appellant Chad Knight; counsel for Appellant, the Hon. Randal Teague, and counsel for Appellee, the Hon. Angela Cordery. After presenting oral arguments, the parties answered questions from the Board.

7. INVESTIGATIONS

Anonymous Request for Investigation

--GAPS response

(Deferred from October Board)

The Hon LaTasha Buckner was available to answer questions from the Board.

Mr. Sipek stated this matter was deferred to gather additional information. Mr. Sipek said that from his conversation with Ms. Buckner, the anonymous request for investigation started with Lynn K. Gillis when she resigned from her non-merit position and was reinstated into a merit position back to Assistant Director. Ms. Buckner provided all the information that was requested regarding Ms. Gillis and some of the other personnel actions. All the personnel actions that took place were authorized by the appropriate authority and regulations and were reviewed and approved by the Personnel Cabinet. In Mr. Sipek's opinion, there is nothing to investigate. Chairman Sapp stated, although it is the Board's duty to consider investigations, an anonymous request to investigate is unfair to the agency. First, it implies wrongdoing and second, it causes staff a lot of work.

Mr. Hutcheson moved to deny the anonymous request for investigation. Dr. Stevens seconded and the motion carried 5-0, with Mr. Gillis recusing.

8. CLOSED SESSION

Mr. Hutcheson moved that the Board go into Executive Session for the purposes of discussing complaints, proposed or pending litigation, and deliberations regarding individual adjudications. Mr. Gillis seconded. Chairman Sapp stated that the 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) (c), (f), and (j), the Kentucky Open Meetings Act, the Board will now retire into closed Executive Session. Specific justification under the Kentucky Open Meetings Act for this action are as follows, because there will be discussion of proposed or pending litigation against or on behalf of the Board; and deliberations regarding individual adjudication. The motion carried 6-0. (11:06 a.m.)

Mr. Hutcheson moved to return to open session. Judge Chandler seconded and the motion carried 6-0. (11:55 a.m.)

9. CASES TO BE DECIDED

The Board reviewed the following cases. At that time, the Board considered the record including the Hearing Officers' findings of fact, conclusions of law and recommendations, any exceptions and responses which had been filed, and oral arguments where applicable.

A. **James Patrick Stipes v. Tourism, Arts and Heritage Cabinet (2014-134)** **--Deferred to November Board**

Mr. Gillis, having noted Appellee's exceptions, Appellant's response and oral arguments, moved to accept the Final Order altering, as attached to the minutes, dismissing the appeal. Ms. Cloyd seconded and the motion carried 6-0.

B. **Chad N. Knight v. Justice and Public Safety Cabinet/Corrections (2014-188)**

Mr. Hutcheson having noted Appellant's exceptions, Appellee's response and oral arguments, moved to defer this matter to the next Board meeting. Judge Chandler seconded and the motion carried 6-0.

C. **Simon Brooks Berry v. Public Protection Cabinet (2014-152)**

Mr. Hutcheson, having noted Appellant's exceptions, moved to accept the recommended order sustaining the appeal to the extent therein. Dr. Stevens seconded and the motion carried 5-0, with Mr. Gillis recusing.

**D. Derrick Heron v. Justice and Public Safety Cabinet/Corrections
(Appeal Nos. 2015-041 & 2015-075) (2 appeals)**

Mr. Hutcheson, having noted Appellee's exceptions (as to Appeal No. 2015-041), moved to accept the recommended order dismissing Appeal No. 2015-075 and sustaining Appeal No. 2015-041. Dr. Stevens seconded and the motion carried 6-0.

**E. Carmen Kent v. Justice and Public Safety Cabinet/Public Advocacy
(2015-022)**

Mr. Gillis, having noted Appellee's exceptions, moved to accept the recommended order dismissing the appeal. Dr. Stevens seconded and the motion carried 6-0.

**F. Walter Rafferty v. Justice and Public Safety Cabinet/Corrections
(2015-003)**

Ms. Cloyd, having noted Appellant's exceptions, moved to accept the recommended order dismissing the appeal. Mr. Hutcheson seconded and the motion carried 6-0.

G. Mamayou Bamazi v. Cabinet for Health and Family Services (2015-051)

Judge Chandler moved to defer this matter to the next Board meeting. Dr. Stevens seconded and the motion carried 6-0.

H. Jaime B. Bruce v. Tourism, Arts and Heritage Cabinet/Parks (2015-039)

Mr. Gillis moved to accept the recommended order dismissing the appeal. Mr. Hutcheson seconded and the motion carried 6-0.

I. Michelle Carmody v. Cabinet for Health and Family Services (2015-074)

Mr. Hutcheson moved to defer this matter to the next Board meeting. Judge Chandler seconded and the motion carried 6-0.

J. Craig Feese v. Transportation Cabinet & Bruce Cundiff (2015-047)

Judge Chandler moved to accept the recommended order dismissing the appeal. Dr. Stevens seconded and the motion carried 5-0, with Chairman Sapp recusing.

K. Lloyd Fetzer v. Cabinet for Health and Family Services (2014-301)

Mr. Hutcheson moved to accept the recommended order dismissing the appeal. Mr. Gillis seconded and the motion carried 6-0.

L. **Ifunanya C. Iseherien v. Cabinet for Health and Family Services (2015-028)**

Mr. Hutcheson moved to accept the recommended order dismissing the appeal. Ms. Cloyd seconded and the motion carried 6-0.

Show Cause Order – Response Filed – Appeal Dismissed

Mr. Gillis, having noted Appellant's response to the show cause order, moved to accept the recommended order dismissing the appeals for failure to timely prosecute the appeals. Ms. Cloyd seconded and the motion carried 6-0.

M. **Kendrah M. Sanders v. Justice and Public Safety Cabinet/Corrections (2 appeals)**

Show Cause Orders – No Response Filed – Appeals Dismissed

Mr. Hutcheson 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. Dr. Stevens seconded and the motion carried 6-0.

- N. Christopher W. Cash v. Cabinet for Health and Family Services
- O. Dustan L. Drury v. Transportation Cabinet and Joseph Sanders
- P. Toni Frazier v. Justice and Public Safety Cabinet/Juvenile Justice
- Q. Gregory K. Horn v. Justice and Public Safety Cabinet/Corrections
- R. Michael Rowland v. Energy and Environment Cabinet
- S. Olivia Smith v. Cabinet for Health and Family Services
- T. Richard Spears v. Cabinet for Health and Family Services

10. **WITHDRAWALS**

Dr. Stevens moved to accept the following withdrawal of appeals *en bloc* and to dismiss the appeals. Ms. Cloyd seconded and the motion carried 6-0.

- A. Shawna Adair v. Cabinet for Health and Family Services
- B. Michael Blackburn v. Education and Workforce Development Cabinet
- C. Kimberly L. Bowman v. Cabinet for Health and Family Services
- D. John Brunton v. Tourism, Arts and Heritage Cabinet
- E. Joyce Chaney v. Cabinet for Health and Family Services
- F. Krystal Dean v. Cabinet for Health and Family Services
- G. Carissa Goodlett-Stinnett v. Justice and Public Safety Cabinet/Corrections
- H. Bethany Grubbs v. Personnel Cabinet
- I. Alexander Johnston v. Personnel Cabinet
- J. Penny Lawson v. Veterans Affairs
- K. Laura McCauley v. Justice and Public Safety Cabinet/Juvenile Justice (6 appeals)
- L. Richard McCune v. Energy and Environment Cabinet

- M. Noland Williams v. Personnel Cabinet
- N. Katrina Wilbanks v. Cabinet for Health and Family Services
- O. Jephtha Hall v. Justice and Public Safety Cabinet/Corrections
- P. Michael Nunley v. Public Protection Cabinet
- Q. Anthony Wesley v. Public Protection Cabinet
- R. April Sears v. Cabinet for Health and Family Services

11. **SETTLEMENTS**

Judge Chandler moved to issue settlement orders and to sustain the appeals to the extent set forth in the settlements as submitted by the parties. Ms. Cloyd seconded and the motion carried 6-0.

- A. Frank Jarrell v. Cabinet for Health and Family Services
- B. George Smithers v. Cabinet for Health and Family Services
- C. Robert Spencer v. Tourism, Arts and Heritage Cabinet/Fish & Wildlife and Lisa Tolliver

12. **OTHER**

Board Meeting Schedule for Calendar Year 2016

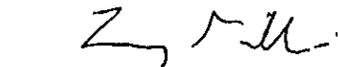
The following meeting dates were agreed upon by the Board for 2016: January 8, February 12, March 11, April 15, May 13, June 14, July 8, August 12, September 9, October 14, November 18, and December 9.

Ms. Cloyd mentioned that as an HR person, some appointing authorities are reluctant to resign/reinstate. Mr. Sipek stated that there are some upcoming appeals concerning this issue.

There being no further business, Dr. Stevens moved to adjourn. Mr. Gillis seconded and the motion carried 6-0. (12:15 p.m.)



 Wayne D. Sapp, Chairman



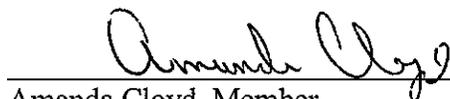
 Larry Gillis, Vice Chairman



 David B. Stevens, Member



 David F. Hutcheson, Jr., Member



 Amanda Cloyd, Member



 Tommy W. Chandler, Member

B. **Delete** Background paragraph number 22 and substitute the following:

22. Stipes had the authority to accept which events he would promote. He regularly e-mailed or texted radio and television shows adding to what they were talking about from Tourism when he was hearing them live on air. At times, he was a guest on the Joe B. and Denny show “when Tony Cruise hosted that show.”

C. **Delete** Background paragraph number 33 and substitute the following:

33. Appellant sent his statement in that he was reverting from the special detail to the Kentucky Film Office due to problems there and never made any mention that he was otherwise retiring. An incident occurred when a publicity firm known as Kentucky Kicks Ass was making an issue about trying to change Kentucky Tourism’s motto. A USA Today reporter had called the Film Office. At the time he was the only one in the office as it was during Christmas time. He had been out the week before and did not know what was going on with that situation. During the time he had been off, a memo had been issued instructing employees not to speak to USA Today reporters until after the holidays. Appellant did not receive that memo because he was out of the office. He was asked whether Kentucky intended to incorporate the slogan, “Kentucky Kicks Ass.” He made the comments that the state would never accept such a logo and a quote was put in the paper about him. He was attacked on Facebook, through the Herald-Leader, and otherwise on a personal basis. He asked the Commissioner to intervene on his behalf and he would not do so.

D. **Delete** Background paragraph number 38 and substitute the following:

38. **Tiffany Yeast**, at the time that this change was made had been the Executive Director for Human Resources for the Tourism and Arts Cabinet, testified that during that time her duties were to oversee all aspects of human resources for the Cabinet. She explained that the purpose of the performance plan is to set forth expectations annually of what work to be performed and that it is set by the supervisor. Duties can be changed annually, even within the year, if there are needed changes. Yeast verified that Stipes had received an Ace Award and his work had included radio work. She was not personally familiar with how much video work he did. During the special detail that Appellant received to the Film Office in March 2014, there was no annual performance plan because this was a non-merit position. She did not know the reasons that he left this position, but merely did the paperwork to make that transfer out of the role occur. Ms. Yeast testified that Appellant had transferred from the Kentucky Department of Parks to the Kentucky Department of Travel and Tourism on June 16, 2004, as a Travel Marketing Specialist Supervisor and was promoted to an Administrative Branch Manager on October 16, 2008. Appellant also served a special detail as Division Director to the Kentucky Film Office from April 1, 2012, to January 16, 2013, and then reverted back to the Administrative Branch Manager position.

E. **Delete** Background paragraph number 55 and substitute the following:

55. **Commissioner Michael Mangeot** testified that he has been in that position (Commissioner of Department of Travel and Tourism) since July 1, 2012. Prior to that, he had served seven years as President for the Kentucky Association for Economic Development. He was Deputy Commissioner from 2002 to 2004. His strategic plan was based on the fact that the industry had made a move toward social media. Mangeot testified that it rapidly increased and a lot of money had been invested in that. Aristotle, the company that they work with, pushes for video production and shows that there had been over 1,000 percent growth in that area.

F. **Delete** the Findings of Fact and substitute the following:

1. The Board finds that Appellant was over forty years old at the time the change of his work duties was made. The Board finds that Scottie Ellis was less than forty years old. She began performing some of the duties that Appellant had previously performed. The Board finds Appellant's duties were changed by Commissioner Mangeot to move Appellant away from broadcast duties to internet related duties, such as production of YouTube films.

2. The Board finds that Scottie Ellis assumed some of Appellant's broadcast duties.

G. **Delete** Pertinent Law paragraph 3 and substitute the following:

3. To prove age discrimination, the aggrieved party must either show direct evidence of a discriminatory animus and, absent that, must satisfy the burden shifting test of *McDonnell Douglas Corp. vs. Green*, 411 U.S. 792 (1973). The Kentucky Supreme Court in *Williams vs. Wal-Mart* (WL3131460, Ky.) reflects that the purpose of the *McDonnell Douglas* prima facie case is to compensate for the fact that direct evidence of intentional discrimination is hard to come by. This burden-shifting approach allows the victim of discrimination to establish a case through inferential and circumstantial proof. The *McDonnell Douglas* framework requires an aggrieved party to show 1) that he was a member of a protected class, 2) that he suffered an adverse employment action, and 3) that other substantially younger received those benefits of employment. The employer must articulate some legitimate non-discriminatory reason for its actions and then the employee must then be afforded a fair opportunity to demonstrate that [employers] stated a reason for its actions was pretext.

H. **Delete** the Conclusions of Law and substitute the following:

1. The Board concludes that Appellant did make a *prima facie* case of age discrimination when in fact showing that Appellant was an otherwise qualified individual over the age of forty, that a potentially adverse employment action was taken against him, that is, he had duties taken from him and assigned to Scottie Ellis who was substantially younger than Appellant.

2. The Board concludes, however, that the Appellee, Kentucky Tourism, Arts and Heritage Cabinet, did in fact offer legitimate non-discriminatory reasons why it took the action it did. The Board concludes the testimony of Commissioner Mangeot and Ms. Kathy Yount are persuasive in that social media was rapidly evolving and they wished to take advantage of what Ms. Yount described as the “voice of tourism, Pat Stipes.”

3. The Board concludes that Appellant failed to prove that the reasons offered were pre-text. The Board so concludes knowing full well that even though some may disagree with the decision of Commissioner Mangeot, and question the soundness of the business decision, his decision in no way showed any discriminatory animus on the part of the Appellee. Merely questioning the soundness of the business decision would not rise to the level of pre-text.

4. The Board further concludes that Appellant did not meet the burden to demonstrate he was penalized per the definition contained at KRS 18A.005(24). The Board concludes that no longer performing broadcast duties and being required to perform duties including social media and production of YouTube videos does not show some action that would diminish the level, discretion or responsibility of the employee, but rather was merely the assignment of different duties within the Appellant’s general description of duties.

I. **Delete** the Recommended Order, and substitute the following:

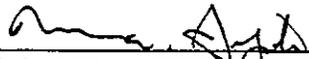
IT IS HEREBY ORDERED that the appeal of **JAMES PATRICK STIPES V. KENTUCKY TOURISM, ARTS AND HERITAGE CABINET (APPEAL NO. 2014-134)** be **DISMISSED**.

IT IS FURTHER ORDERED that the Findings of Fact, Conclusions of Law and Recommended Order of the Hearing Officer as Altered be, and they hereby are, approved, adopted and incorporated herein by reference as a part of this Order and the Appellant’s appeal is **DISMISSED**.

The parties shall take notice that this Order may be appealed to the Franklin Circuit Court in accordance with KRS 13B.140 and KRS 18A.100.

SO ORDERED this 24th day of November, 2015.

KENTUCKY PERSONNEL BOARD



MARK A. SIPEK, SECRETARY

A copy hereof this day mailed to:

Hon. Melany Crawford
Hon. Misty Judy
Hon. Paul Fauri