

2024 Annual Report
Kentucky Board of Medical Licensure
William C. Thornbury, Jr., M.D.
President

Board History

The primary mission of the Kentucky Board of Medical Licensure is to protect the public and promote the public welfare of the citizens of the Commonwealth; however, most citizens are probably not aware of the fact that the Kentucky Board of Medical Licensure has been serving the citizens of the Commonwealth since 1851, when the Kentucky General Assembly created the groundwork for the Kentucky State Medical Society. The General Assembly followed that move by creating the Kentucky State Board of Health in 1878 with the objective of protecting the citizens of the Commonwealth from the diseases of the time. At the time, this entity was recognized as the legal arm of the state medical association and was a precursor to the current Kentucky Board of Medical Licensure.

The next step in the transformation of the Board occurred in the 1880s when the General Assembly gave the State Board of Health control of the examination and regulation of those practicing the healing arts. Later, in 1882, state, local and city boards of health became government agencies with the authority from the General Assembly to do everything necessary to protect the public health. As a result and over time, this led to the development of licensure examinations and hiring of staff to enforce basic medical practice laws. Finally, the General Assembly created the current Kentucky Board of Medical Licensure in 1972.

Since the beginning, the Board has focused on its primary mission of public protection, and it is what drives the Board in every aspect of its daily operations. It is with this significant duty in mind that Board members are called upon to make crucial decisions whether physicians are competent to provide patient care or if they pose a threat to the public. Using this approach, the Board strives to license qualified medical

and osteopathic physicians and take appropriate disciplinary actions when violations of the Medical Practice Act occur.

In addition to the licensing and regulation of medical and osteopathic physicians, the General Assembly has given the Board the responsibility of licensing and regulation of other health care professions such as physician assistants, athletic trainers, acupuncturists, surgical assistants, and genetic counselors. Each of these groups has its own advisory body, which reviews applications and considers policy matters and in turn makes recommendations to the Board for final approval.

The Board regulates the practice of medicine and osteopathy and its other professions under the statutory authority of Chapter 311 of the Kentucky Revised Statutes and Title 201 of the Kentucky Administrative Regulations. The Board is an independent licensure agency and is totally self-funded through licensure fees.

Board Members

The Board is presently made up of sixteen members, consisting of seven medical physicians who are in private practice, one osteopathic physician, three consumer at large representatives, the deans of the state's three medical/osteopathic schools and the Commissioner of Public Health for the Cabinet for Health and Family Services along with the Chair of the Kentucky Physician Assistant Advisory Committee, which was added this year. The composition of the Board is slightly different when compared to other state medical boards in the fact the appointment of the deans of the medical /osteopathic schools and the Commissioner of Public Health serves as voting ex-officio members and provide a unique perspective to matters under review by the Board. Physician appointees serve four year terms and are nominated by the Kentucky Medical Association and Kentucky Osteopathic Association, who submit a list of three potential nominees to the Governor for consideration.

2024 Members and Officers

- William C. Thornbury, Jr., M.D., Glasgow, President

- Waqar A. Saleem, M.D., Louisville, Vice President/Panel A Chair
- Dale E. Toney, M.D., Lexington, Secretary/Panel B Chair
- Aneeta R. Bhatia, M.D., Louisville
- Tamella B. Cassis, M.D., Louisville
- Sharmy R. Davis, Owensboro (Consumer Member)
- Angela T. Dearing, M.D., Executive Vice Dean University of Kentucky College of Medicine*
- James M. Foster, Esq., Hopkinsville (Consumer Member)
- Joe E. Kingery, D.O., Dean, University of Pikeville, College of Osteopathic Medicine*
- Vishnukant Joshi, D.O., Louisville
- Heidi M. Koenig, M.D., Louisville
- Mary Nan Mallory, M.D., Vice Dean of Clinical Affairs, U of L School of Medicine*
- Karan S. Shah, M.D., Louisville
- Steve Stack, M.D., Commissioner, Kentucky Department of Public Health*
- Timothy K. Thurston, PA-C, Boaz, Chair of Kentucky Physician Assistant Advisory Committee*
- Katelyn Meckes, Lexington (Consumer Member)

**Ex-Officio Members*

This year, the Board welcomed two new members as the result of appointments made by Governor Andy Beshear. These actions included the appointments of Karan S. Shah, M.D., and Ms. Sharmy Davis. Dr. Shah, who practices Emergency Medicine in Louisville, replaced Mark Schroer, M.D., whose term had expired. Ms. Davis, who is the Dean of Student Affairs with Owensboro Community and Technical College, replaced Ms. Kristin Turner, whose term had also expired. Governor Beshear also re-appointed Vishnukant Joshi, D.O., who practices family medicine in Louisville. The Board would like to take this opportunity to express its appreciation to Dr. Schroer and Ms. Turner for their years of service to the citizens of the Commonwealth and dedication to public safety.

Advisory Committees and Councils

As mentioned previously, the Board currently has several advisory committees that assist the agency in its work of protecting the health and safety of Kentucky citizens. Each of the advisory committees meet on a quarterly basis and review applications for licensure and to make recommendations to the Board. Appointments to the committees are made directly by the Board. Each of the individuals who serve on the Board's advisory bodies provide an invaluable service to the Board and their contributions are appreciated. The committees are as follows:

Kentucky Physician Assistant Advisory Committee

Timothy K. Thurston, PA-C, Boaz, Chair
Tamella Cassis, M.D., Prospect
George M. Dimeling, IV, M.D., Nicholasville
Sherry Grace, PA-C, Louisville
Tammy R. Jewell, PA-C, Dayton
Stephanie Morgan-White, Esq., Prospect
Marty W. Mullins, PA-C, Hazard
Patrick D. Pepper, PA-C, Lexington
Van Young, M.D., Crestview Hills

Kentucky Athletic Trainer Advisory Council

Kerry Dean Geary, ATC, Chairman, Nicholasville
William S. Black, M.D., Lexington
Philip B. Hurley, M.D., Owensboro
Molly E. Woods, ATC, Lakeside Park
Vishnukant Joshi, D.O., Louisville
James A. Madaleno, ATC, Lexington
Aaron D. Sciascia, ATC, Richmond
Thomas J. Steltenkamp, ATC, Louisville
Jerry Wyman, CMAA, Ed.S., Louisville

Kentucky Advisory Committee for Surgical Assistants

Jeffrey Bidwell, KCSA, Madisonville
Megan Carroll, KCSA
Beverly Hatcher, RN
Michael McClain, D.O.
Rodney Henderson, KCSA, Woodburn, Chair

Kentucky Acupuncture Advisory Committee

Martha Graziano, L.Ac., Chair, Louisville
Aneeta Bhatia, M.D., Louisville
Jill Jones, M.D., J.D., L.Ac
Deborah Hutchinson, L. Ac
Becky Flynn, L.Ac., Louisville
Donna Gatewood, M.D., Louisville
Mary Ellen Moore, Florence
Marie T. Tagher, L.Ac., Walton

Kentucky Genetic Counselors Advisory Committee

Karan Shah, M.D., Louisville
Jaime Grund, Hebron
Kelly Jackson, Louisville
Elizabeth Hays, Lexington
Kathryn Platky Warren, Louisville
Joseph J. Hersh, M.D., Louisville

Leslie Teague, Greensburg

Board Staff

The Board is currently staffed by seventeen dedicated employees consisting of an Executive Director and General Counsel who are directly chosen by the Board. Our office address is 310 Whittington Parkway, Suite 1B, Louisville, KY 40222. We can be reached via phone at (502) 429-7150 and via fax at (502) 429-7158.

- Michael S. Rodman, Executive Director
- Leanne Diakov, General Counsel
- Nicole King, Assistant General Counsel
- Sandy K. Brooks, Office/Systems Manager
- Jessica Shelman, Secretary to Executive Director
- Jill Lun, Legal Secretary
- Dusty Hughes, Verifications Coordinator
- Cheryl Tabler, Licensure Coordinator
- Dawn R. Beahl, Surgical Assistant/Genetic Counselor/Acupuncture Coordinator
- Carolyn L. Reed, Investigations Coordinator
- Terraz Dean, Licensure Coordinator
- Michelle M. Humpich, Fiscal Officer
- Lillie D. McFall, Licensure Coordinator
- Teresa Kleinhenz, Physician Assistant, Athletic Trainer, and CME Coordinator
- John Lewis, Medical Investigator
- Billy Madden, Medical Investigator
- Jon Marshall, Medical Investigator
- Stephen Manley, Medical Investigator
- Kevin Payne, Medical Investigator

Licensure

The full Board meets on a quarterly basis in March, June, September, and December to review applicants for licensure and consider policy issues. During the past year, the Board considered 1,651 applications for various licenses to practice in the state. As a result, 1,306 new medical licenses were granted and 294 osteopathic licenses were issued. The Board also issued 645 temporary permits to practice in the state and issued 310 residency-training licenses, 37 institutional training licenses, and 6 faculty licenses.

Back in September 2020, the Board went live with its implementation and involvement in the Interstate Medical Licensure Compact (IMLC), which is a legal agreement among participating states that allows physicians to obtain expedited

licensure in multiple states. Currently, a majority of states throughout the United States, including states such as Florida and Texas, participate in the Compact. We are pleased to report that most of our neighboring states such as Tennessee, West Virginia, Ohio, Indiana, and Missouri participate as well. This expedited licensure process requires that a physician hold a full, unrestricted license in a member state and meet all 9 qualifying requirements, including current specialty board certification and an FBI fingerprint-based background check.

Once the application is approved, the physician receives a Letter of Qualification (LOQ) and verified information is sent to the states from whom the physician wishes to receive a license(s). Only states who have formally joined the IMLC can participate in this process. To date, the Board has issued 1,167 medical licenses through the IMLC along with issuing 498 letters of qualification for Kentucky physicians wanting to use this service for licensure in other states. The numbers indicate a dramatic increase in physicians utilizing the IMLC process to obtain licensure in Kentucky. It is important to note that each state in the IMLC has two commissioners who represent their state's interests. For Kentucky, Heidi M. Koenig, M.D. and Michael S. Rodman, Executive Director, serve in these roles for the Board. Mr. Rodman also services as Chairman for the Communications Committee and is a member of the IMLC Executive Committee.

The Board also licensed 239 new physician assistants, bringing the total number of physician assistants to 2,086. It is important to note that this year saw the passage of HB 361 sponsored by Rep. Mike Cline and signed by Governor Beshear that removed the requirement of an alternate supervising physician. In regard to athletic trainers, the Board issued 94 new athletic trainers licenses to practice in Kentucky, bringing the total number of licensed athletic trainers in the state to 711. The Board licensed 24 new surgical assistants in the state, with a total of 256. Acupuncturists in Kentucky grew by 13 new licensed acupuncturists, for a total of 113 licensed in the state. Finally, the Board licensed 60 new genetic counselors, which gives Kentucky a 372 licensed in the state.

Investigations

While most citizens recognize the Board is responsible for the licensing and regulation of medical and osteopathic physicians and other health care providers under its jurisdiction, the Board is also responsible for reviewing and investigating all grievances filed against these professionals. The Board reviews all types of grievances against physicians including professional misconduct, moral turpitude, ethical concerns and practice irregularities. Grievances come to the Board from various sources such as consumers, hospitals, government agencies, law enforcement, physicians, and other healthcare professionals. Once a grievance is reviewed and thoroughly investigated by one of the Board's five investigators, it is presented to one of the Board Inquiry/Hearing Panels. An important aspect of the Board's investigative process is the work being performed by the numerous Kentucky physicians who are contracted to perform medical record reviews, provide written reports regarding a physician's practice, and provide testimony in cases in which an administrative hearing is held. The extraordinary service provided by these physicians are at the core of the Board's ability to protect the public and their collective contribution to the medical care of all Kentucky citizens is immeasurable.

For matters related to investigations and disciplinary action, the Board is split up into two different groups, Inquiry/Hearing Panel A and Inquiry/Hearing Panel B. These Panels meet each month on alternate basis in order to determine whether an investigation revealed a violation of the Medical Practice Act. In the event that a violation is found, it is referred to the Board's Legal Department resolve through an informal process or administrative hearing. Once that process is complete, it is presented to the alternate Inquiry/Hearing Panel for final resolution.

This year, the Board's Inquiry/Hearing Panels met 11 times and reviewed 259 grievances, which included 120 investigative reports. As a result of this review, formal disciplinary action was initiated against 80 physicians' licenses. A summary of the Board's disciplinary actions for Fiscal Year 2023 is attached for your review.

Controlled Substances

Issues involving the prescribing of controlled substances continue to be major focus of the Board. While recent state reports continue to indicate the prescribing of controlled substances continues to decline, the Board recognizes the threat of opioid and prescription drug abuse still exists in Kentucky. In response, the Board considers allegations of inappropriate prescribing to very serious and continues to take appropriate disciplinary action when violations occur. At the center of the Board's effort to combat this issue is the Board's concerted effort to collaborate with law enforcement agencies such as the Office of the Attorney General, the Kentucky State Police, the Cabinet for Health and Family Services' Office of Inspector General and various other Federal and local agencies. In addition to partnering with law enforcement, the Board continues to look for ways to collaborate with other agencies and groups to raise awareness of the dangers of controlled substances. The Board continues to be encouraged by these efforts and recognize the contributions that countless physicians throughout Kentucky have made to recognize the crisis Kentucky has been experiencing and focus on other alternatives to controlled substances.

It is important to note the Board has promulgated 3 administrative regulations, which set out the acceptable and prevailing medical standards for prescribing and dispensing controlled substances for all physicians licensed in Kentucky. Those regulations are as follows:

- 201 KAR 9:016 - Restrictions on use of amphetamine and amphetamine-like anorectic substances
- 201 KAR 9:260 - Professional standards for prescribing and dispensing controlled substances
- 201 KAR 9:270 - Professional standards for prescribing or dispensing Buprenorphine-Mono-Product or Buprenorphine-Combined-with-Naloxone

Copies of these regulations are available on the Board's website along with a host of helpful information regarding prescribing controlled substances such as screening tools, educational information, treatment resources, and links to prescription drug disposal locations just to name a few.

While still on the topic of prescribing controlled substances, the Board continues to remind physicians that one of the best ways to help protect your practice is to review your personal KASPER Prescriber Report card on a regular basis. The Kentucky Cabinet for Health & Family Services has continually updated and improved this resource and expanded the information that is available to help physicians monitor their controlled substances prescribing and compare prescribing practices with physicians in same specialty throughout the Commonwealth. KASPER Prescriber Report Cards are available on a quarterly basis and annual (calendar year) basis. The Board strongly encourages all physicians who are authorized to prescribe controlled substances to take advantage of these useful tools.

The Board also continues to assist the Cabinet for Health and Family Services in reaching out to our licensees regarding the state's ongoing implementation of its requirement for mandatory electronic prescribing of controlled substances. Throughout the year, the Board used its newsletter and electronic mail notifications to provide reminders regarding this requirement along with important information regarding the implementation.

Board Opinions

Pursuant to KRS 311.602, the Board has the authority to issue advisory opinions to assist the Board's licensees in determining what actions would constitute unacceptable conduct under the provisions of KRS 311.595 and/or KRS 311.597. The Board publishes these advisories because the opinions address issues of significant public and medical interest. These opinions are not statute or administrative regulations and do not independently have the force of law.

This year, the Board amended its previously adopted definition of term "Immediate Family." The Board routinely enforces principles of the AMA Code of Medical Ethics discouraging physicians from treating themselves or members of their "immediate family." The Board, at its June 2024 meeting, amended its definition to the following: "Immediate Family" is defined as "husband or wife; natural or adoptive parent;

child, or sibling; stepparent, stepchild, stepbrother, or stepsister; father-in-law, mother-in-law, son-in-law, daughter-in-law, brother-in-law, or sister-in-law; grandparent or grandchild; spouse of a grandparent or grandchild; and any person residing in the same residence as the licensee.”

Continuing Medical Education

The Board completed its final year of the three-year CME cycle and sent out numerous reminders via our newsletter of the December 31, 2023, deadline. Continuing medical education is a valuable tool utilized by the Board to demonstrate a physician’s personal competency. According to 201 KAR 9:310, all physicians maintaining a current Kentucky medical/osteopathic license are required to complete sixty (60) hours of CME every three (3) year cycle, with thirty (30) hours being certified in AMA or AOA Category I by an organization accredited by the Accreditation Council on Continuing Medical Education (CME).

The Board continually reminds all licensed physicians to ensure that they obtain the appropriate continuing medical education hours to maintain compliance with this regulation. In order to monitor compliance with the CME requirements, the Board does conduct random audits and has been conducting such reviews from the previous cycle. It is also important for physicians to remember the continuing medical education requirements related to HB 1, which went into effect in 2012, remain ongoing. According to the regulation for each three (3) year continuing education cycle, a licensee who is authorized to prescribe or dispense controlled substances in the Commonwealth at any time during that cycle shall complete at least four and one-half (4.5) hours of approved continuing education hours relating to the use of KASPER, pain management, addiction disorders, or a combination of two (2) or more of those subjects. A licensee may satisfy this requirement by completing a single approved program of 4.5 hours or longer or by completing multiple approved programs for a total of 4.5 hours or longer for that cycle. A summary of the Board’s CME requirements is available on at www.kbml.ky.gov.

Medical Cannabis

During the 2023 regular legislative session, the Kentucky General Assembly passed SB 47, which created the framework for the cultivation and use of cannabis for medicinal purposes beginning January 1, 2025. The Kentucky Medical Cannabis Program under the Cabinet for Health and Family Services (CHFS) is primarily responsible for implementing, administering, and overseeing the medicinal cannabis program, including overseeing a Board of Physicians and Advisors who will establish a list of qualifying medical conditions for which patients may become registered to possess and use medicinal cannabis.

According to SB 47, the Board was given the responsibility to appoint seven (7) physicians to the CHFS Board of Physicians and Advisors and the Board has completed that task by appointing the following physicians, which were confirmed by the Kentucky State Senate:

- Linda McClain, M.D. Louisville Addiction Medicine/OB-GYN
- Kristen Dawson, M.D. Lexington Psychiatry
- Courtney Turner, M.D. Lexington Psychiatry
- Ryan Grell, M.D. Louisville Anesthesiology
- Fredrick A. Stine, D.O. Racoon Pediatrics
- AnYu Chen, M.D. Lexington Gastroenterology
- Charles Roberts, M.D. Edgewood Pain Management

Pursuant to KRS 218B.050(10), the Board recently completed process of promulgating the administrative regulation, 201 KAR 9:067) that establishes procedures for applying for authorization to provide written certifications; the process and procedures for renewing authorization to provide written certifications; continuing education requirements for medicinal cannabis practitioners; reasons for which authorization to provide written certifications for the use of medicinal cannabis may be suspended or revoked; and the minimal standards of care, including record maintenance and follow up requirements.

On July 1, 2024, the Board began accepting applications to allow physicians to become a medical cannabis practitioner as defined in KRS 218B.010. According to Kentucky Medical Cannabis Program of the CHFS, medical cannabis practitioners may begin entering written certifications into the practitioner registry on December 1, 2024. Patients will need their written certification, which is valid for 60 days, before applying for a medical cannabis card with the Program. The Program cannot accept applications for medical cannabis cards until January 1, 2025. The Board is closely collaborating with the Kentucky Medical Cannabis Program throughout this implementation phase and will certainly be assisting in their outreach efforts to physicians.

Kentucky Physicians Health Foundation

Outside of the Board's role in licensing and investigating grievances against physicians and allied health professions, the Board is also heavily involved and supports the Kentucky Physicians Health Foundation, which was established by the General Assembly in KRS 311.617. The Board contracts and provides funding to the Foundation in order to facilitate the prevention, identification, intervention and rehabilitation of Kentucky physicians who have, or who are at risk for developing, disorders that are associated with functional impairment or who are suffering from chemical dependency, mental health issues or behavioral problems. The Foundation is currently under the leadership of its medical director, Tina Simpson, M.D.

The Board strongly encourages its licensees to take advantage of this program, which has saved hundreds of medical careers over the years while also ensuring the public is protected through their stringent monitoring activities. As expected, the Foundation works very closely with the Board regarding its participants and provides a report at each Board meeting. In addition, the Board's Executive Director sits on the Board of Directors of the Foundation in an ex-officio capacity. In addition to serving the licensees of the Board, the Foundation also provides information and education to employers, licensee associations, support networks, treatment programs, and other stakeholders.

This year, the Board recognized the life of the Foundation's former medical director and founder, Burns M. Brady, M.D., who passed away on March 13, 2024. As previously noted, Dr. Brady was one of the primary founders of the Foundation was a champion for those countless number of physicians who were successfully treated for the disease of chemical dependency.

Outreach Efforts

The Board remains committed to increase the level of communication between the agency and its licensees. While the Board does still utilize formal ways of communicating with physicians such as hard copy mailings, it also focuses much of its communication efforts through electronic means. The primary medium the Board utilizes for communication continues to be its quarterly newsletter, which is available on the Board's website and emailed to each of the Board's licensees. This year, the Board's newsletter contained numerous articles about prescribing controlled substances, public health alerts, Board opinions, updates on medical cannabis, KASPER updates, and timely notices about CME and issues relating to various standards of care. Along with our newsletter, the Board continues to utilize email blasts to share important updates on regulatory changes and on issues deemed to be time sensitive.

The Board's website, www.kbml.ky.gov, continues to provide valuable information about the Board, policy statements, Board Opinions, and a direct link to the Medical Practice Act and administrative regulations. The website is updated on a daily basis with a focus on alerts, which appear directly on the home page with important updates. In addition to physicians and healthcare providers, consumers often utilize the website to verify licensure information on a specific physician or inquiry about disciplinary action.

Board staff also regularly accepts speaking engagements throughout the Commonwealth to speak on a subjects ranging from prescribing controlled substances

to ways to avoid coming before the Board for a disciplinary matter. Whether the event is an association meeting, hospital grand rounds, or appearing before medical/osteopathic students, the Board recognizes the importance these types of speaking opportunities and attempts to honor all requests for speaking engagements. Over the past year, it was noted that many of these types of meetings continue to take place via a virtual format.

Final Summary

This is a summary of some of the many activities this Board has been involved with this past year. The Board continues to be active in carrying out its statutory responsibilities and we have attached an administrative report reflecting the number of meetings held by the Board and its various Committees, the number of licenses issued and renewed and a summary of disciplinary action taken for the year. We have also included statistical data on physicians with active Kentucky medical and osteopathic licenses noting their medical status, the number of physicians practicing in each county, the various specialties practiced in the state and the types and sources of grievances filed against physicians licensed by the Board.

In closing, I would like to offer my deepest appreciation to my fellow Board members and staff for all their dedication and hard work throughout the year. Serving the citizens of the Commonwealth is such a tremendous honor and one that each Board member undertakes with great diligence. The Board takes great pride in its ability to protect the public and will continue to focus on improving the quality of medical care throughout Kentucky.

**Kentucky Board of Medical Licensure
Administrative Report
Fiscal Year 2024**

Meetings Held:	FY2024
Board of Medical Licensure	4
Inquiry/Hearing Panels	11
Physician Assistant Advisory Committee	4
State Council on Athletic Trainers	4
Surgical Assistant Advisory Committee	4
Acupuncture Advisory Committee	4
Genetic Counselor Advisory Committee	4

Licensure Activity for M.D.'s and D.O.'s

Renewals and Applications:

Registered In State	12,308
Registered Out of State	11,588
Applications Provided For Initial Licensure	1,651

New Licenses Issued:

Medical Licenses	1,306
Osteopathic Licenses	294
Compact Licenses	1,167
Temporary Permits	645
Residency Training Licenses	310
Institutional Practice Limited Licenses	37
Fellowship Training Limited Licenses	15
Faculty Licenses	6

Licensure/Certification Activities for Allied Health Professionals

Physician Assistants

Active	2,086
New	239

Athletic Trainers

Active	711
New	94

Surgical Assistants

Active	256
New	24

Acupuncturists

Active	113
New	13

Genetic Counselors

Active	372
New	60

***Includes 937 retired physicians for FY2024.**

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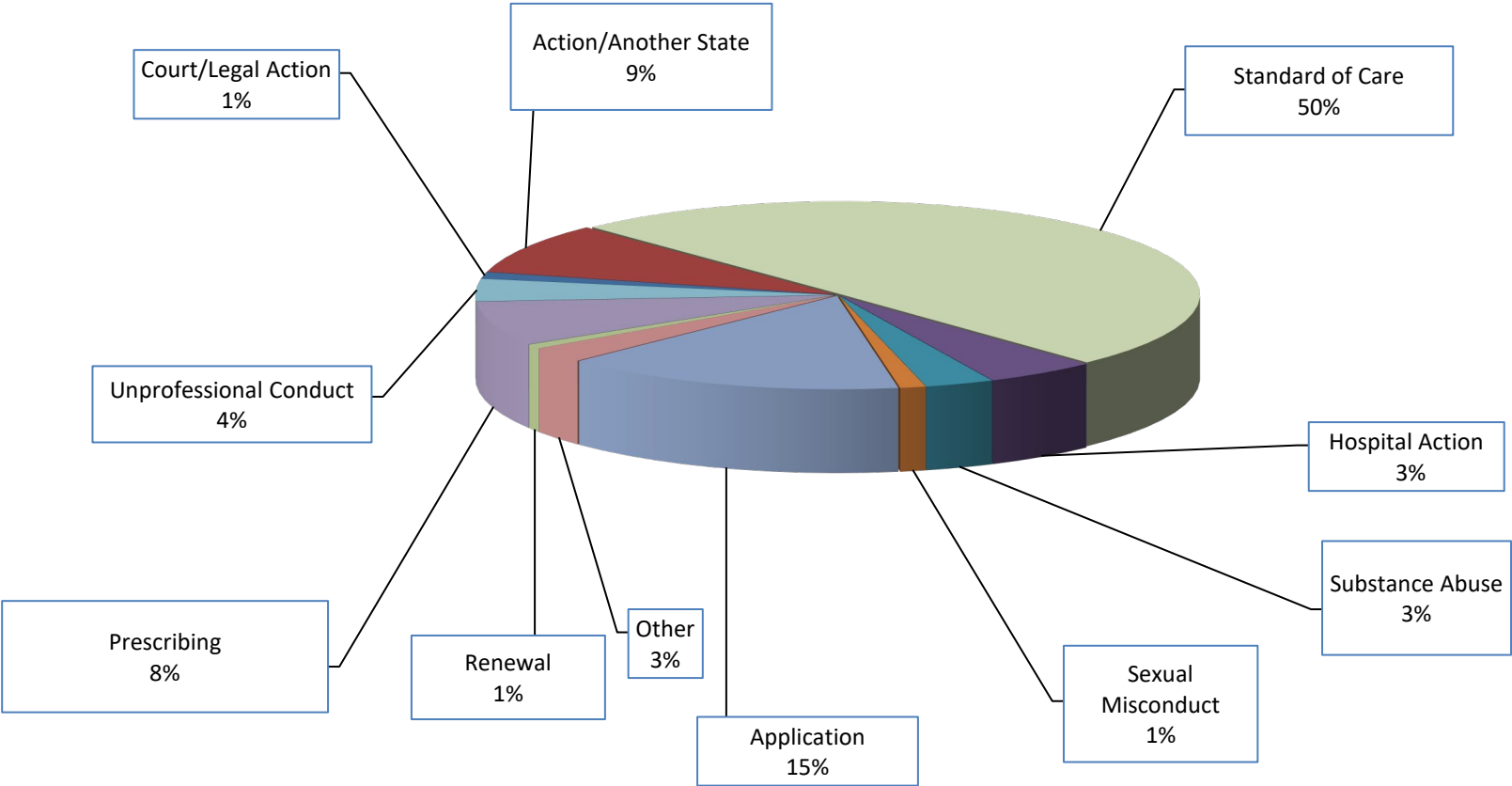
Disposition of Grievances and Disciplinary Actions Taken:

Grievances Opened	259
Total Cases to Panel	294
Cases Investigated to Panel	120
Investigations Pending	68
Malpractice Cases Reviewed	54
Disciplinary Proceedings Authorized	80

Disciplinary Action Taken

Complaints Issued	6
Emergency Orders of Suspension	2
Emergency Orders of Restriction	2
Orders Denying License	2
Final Orders	5
Orders of Probation	0
Orders of Reprimand	0
Orders of Restriction	0
Orders of Revocation	2
Orders of Suspension	0
Agreed Orders	44
Agreed Orders of Indefinite Restriction	1
Agreed Orders of Surrender	6
Agreed Orders of Probation	1
Agreed Orders of Revocation	0
Agreed Orders of Suspension	0
Agreed Orders of Fine	9
Agreed Orders of Retirement	0
Interim Agreed Orders	10
Orders Amended	12
Letters of Agreement	16
Letters of Admonishment	11
Letters of Concern	26

Type of Grievance
July 1, 2023 - June 30, 2024
259 Grievances



Source of Grievance
July 1, 2023 - June 30, 2024
259 Grievances

