

**STATE PERSONNEL BOARD, STATE OF COLORADO**  
Case No. **2024S040**

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**ORDER OF THE STATE PERSONNEL BOARD**

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**JOHN MADRUGA,**  
Complainant,

v.

**DEPARTMENT OF REVENUE,**  
Respondent.


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This matter came before the Colorado State Personnel Board ("Board") at its public meeting on April 15, 2025. During the meeting, the Board considered the record on appeal, including but not limited to:

1. Initial Decision of the Administrative Law Judge;
2. Complainant's Opening Brief to the State Personnel Board;
3. Answer Brief of Respondent/Appellee; and
4. Complainant's Reply Brief to the State Personnel Board.

Based upon the Board's review and consideration, and by an affirmative vote of the Board members, IT IS HEREBY ORDERED that the Initial Decision of the Administrative Law Judge is **AFFIRMED**.

Dated this 15th day  
of **April 2025**.

  
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Sarah Wager, Board Chair  
State Personnel Board  
1525 Sherman Street, 4th Floor  
Denver, CO 80203

### **NOTICE OF APPEAL RIGHTS**

You are hereby notified you have the right:

1. To abide by the decision of the State Personnel Board; or
2. To appeal this decision to the Colorado Court of Appeals within 49 days pursuant to C.R.S. § 24-50-125.4(3), in the method described at C.R.S. § 24-4-106(11), and in accordance with applicable Colorado Appellate Rules.

In the event this decision is appealed, the party filing the appeal with the Court of Appeals must name in the appeal and serve such appeal upon the State Personnel Board and all other parties who have appeared as parties to this action. See C.R.S. § 24-4-106(11)(d). The State Personnel Board can be served at: 1525 Sherman Street, 4<sup>th</sup> Floor, Denver, Colorado 80203.

### **CERTIFICATE OF SERVICE**

This is to certify that on the 15<sup>th</sup> day of **April 2025**, I electronically served a true copy of the foregoing **ORDER OF THE STATE PERSONNEL BOARD** as follows:

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