

**STATE PERSONNEL BOARD, STATE OF COLORADO**  
Case No. **2025B027(c)**

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**ORDER OF THE STATE PERSONNEL BOARD**

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**SANDEEP SHANKAR,**  
Complainant,

v.

**DEPARTMENT OF CORRECTIONS,**  
Respondent.

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This matter came before the Colorado State Personnel Board ("Board") at its public meeting on August 19, 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. Appellant's Opening Brief;
3. Respondent's Response to Opening Brief of Complainant-Appellant; and
4. [Complainant's] Reply Brief.

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 19th day  
of **August 2025**.

\_\_\_\_\_/s/ [REDACTED]  
David Ruchman, Board Chair  
State Personnel Board  
1525 Sherman Street, 4<sup>th</sup> 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 21st day of **August 2025**, I electronically served a true copy of the foregoing **ORDER OF THE STATE PERSONNEL BOARD** as follows:

Robert M. Liechty, Esq.  
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