

State of Colorado



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State Personnel Board
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AGENDA PUBLIC BOARD MEETING August 19, 2025

A public meeting of the Colorado State Personnel Board will be held via webinar on Tuesday, August 19, 2025, at 9:00 a.m.

A Zoom link to the Board meeting is posted on the Board's website at: <https://spb.colorado.gov/board-meetings>.

Reasonable accommodation will be provided upon request for persons with disabilities. If you are a person with a disability who requires an accommodation to participate in this meeting, please notify Board staff at 303-866-5002 by August 14, 2025.

CALL TO ORDER

- Attendance.
- Disclosure of any potential conflicts of interest with regard to present Board business and notice of recusal, if applicable.

I. REPORT OF THE DEPARTMENT OF PERSONNEL & ADMINISTRATION (DPA) AND REPORT OF THE DIVISION OF HUMAN RESOURCES (DHR)

None scheduled.

II. REVIEW OF INITIAL DECISIONS OR OTHER FINAL ORDERS OF THE ADMINISTRATIVE LAW JUDGES ON APPEAL TO THE STATE PERSONNEL BOARD

A. Sandeep Shankar v. Department of Corrections, SPB 2025B027(c).

On March 28, 2025, the Administrative Law Judge issued an Initial Decision affirming the termination.

III. REVIEW OF PRELIMINARY RECOMMENDATIONS OF THE ADMINISTRATIVE LAW JUDGES TO GRANT OR DENY PETITIONS FOR HEARING

- A. Ayman Salloum v. Department of Transportation, SPB 2025G049.

On July 11, 2025, the Administrative Law Judge issued a Preliminary Recommendation to deny the petition for hearing and to refer the matter to the State Personnel Director for review.

- B. Gary Pacheco v. Department of Human Services, SPB 2025G060.

On July 25, 2025, the Administrative Law Judge issued a Preliminary Recommendation to deny the petition for hearing.

- C. Mary-Magdalene Ngum Chumbow v. Department of Corrections, SPB 2025S064.

On July 30, 2025, the Administrative Law Judge issued a Preliminary Recommendation to grant the petition for hearing.

IV. INITIAL DECISIONS OR OTHER FINAL ORDERS OF THE ADMINISTRATIVE LAW JUDGES FOR POTENTIAL REVIEW UNDER C.R.S. § 24-4-105(14)(a)(II)

- A. Derek Whipple v. Department of Public Safety, SPB 2025B060.

On July 31, 2025, the Administrative Law Judge issued an Initial Decision affirming the termination.

V. REVIEW OF THE MINUTES FROM THE JULY 15, 2025 PUBLIC MEETING OF THE STATE PERSONNEL BOARD

VI. ADMINISTRATIVE MATTERS & COMMENTS

- A. ADMINISTRATIVE MATTERS

- Mandate issued in Madruaga v. Department of Revenue, SPB No. 2023S048, Court of Appeals No. 2024CA1160.

- B. OTHER BOARD BUSINESS

- C. GENERAL COMMENTS FROM ATTORNEYS, EMPLOYEE ORGANIZATIONS, PERSONNEL ADMINISTRATORS, AND THE PUBLIC

VII. PROPOSED LEGISLATION AND/OR RULEMAKING

None scheduled.

VIII. EXECUTIVE SESSION

For the purpose of receiving legal advice pursuant to C.R.S. § 24-6-402(3) regarding the recording of the Board's regular meetings.

For personnel matters regarding the Board Director's annual review pursuant to C.R.S. § 24-6-402(3).

For personnel matters regarding a potential spot award pursuant to C.R.S. § 24-6-402(3).

In addition, the Board may vote to enter into Executive Session for the purpose of receiving legal advice pursuant to C.R.S. § 24-6-402(3) regarding any matters on the agenda.

ADJOURN

The next Board meeting is on September 16, 2025.

REGULARLY SCHEDULED BOARD MEETINGS - 9:00 a.m.

Colorado State Personnel Board

September 16, 2025

October 21, 2025

November 18, 2025

December 16, 2025

January 20, 2026

February 17, 2026

March 17, 2026

April 21, 2026

May 19, 2026

June 16, 2026

July 21, 2026