

State of Colorado



Jared Polis
Governor

David Ruchman
Board Chair

Rick Dindinger
Board Director

State Personnel Board
1525 Sherman Street, 4th Floor
Denver, Colorado 80203
Phone (303) 866-3300
Fax (303) 866-5038

AGENDA PUBLIC BOARD MEETING December 16, 2025

A public meeting of the Colorado State Personnel Board will be held via webinar on Tuesday, December 16, 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 December 11, 2025.

CALL TO ORDER

- Attendance.
- Disclosure of any potential conflicts of interest regarding 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

There are no Initial Decisions or other final orders for review on appeal by the parties.

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

There are no Preliminary Recommendations for review.

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. Ayman Salloum v. Department of Transportation, SPB 2025B073(c).

On December 2, 2025, the Administrative Law Judge issued an Initial Decision affirming the disciplinary actions.

V. REVIEW OF THE MINUTES FROM THE NOVEMBER 18, 2025 PUBLIC MEETING OF THE STATE PERSONNEL BOARD

VI. ADMINISTRATIVE MATTERS & COMMENTS

A. ADMINISTRATIVE MATTERS

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 Colo. Const. Art. XII, Sec. 14; C.R.S. § 24-50-103(3) and (4); Board Rule 1-2; and other laws governing Board elections and/or vacancies.

The Board may vote to enter into Executive Session pursuant to C.R.S. § 24-6-402(3) for the purpose of receiving legal advice or to discuss information that must be kept confidential regarding any matters on the agenda.

ADJOURN

The next Board meeting is on January 20, 2026.

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

Colorado State Personnel Board

January 20, 2026

February 17, 2026

March 17, 2026

April 21, 2026

May 19, 2026

June 16, 2026

July 21, 2026

August 18, 2026

September 15, 2026

October 20, 2026

November 17, 2026

December 15, 2026