

State of Colorado



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State Personnel Board
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AGENDA PUBLIC BOARD MEETING January 20, 2026

A public meeting of the Colorado State Personnel Board will be held via webinar on Tuesday, January 20, 2026, 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 January 15, 2026.

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

- A. Louis Painovich v. Department of Transportation, SPB 2026G026.

On December 31, 2025, the Administrative Law Judge issued a Preliminary Recommendation to deny the petition for hearing.

- B. Sharod Johnson v. Department of Transportation, SPB 2026S008.

On January 6, 2026, the Administrative Law Judge issued a Preliminary Recommendation to deny 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. Crystal Kelly v. Community Colleges of Colorado, SPB 2026B006.

On December 22, 2025, the Administrative Law Judge issued an Initial Decision finding no discrimination.

- B. Yara Melano v. Department of Labor & Employment, SPB 2024G112.

On January 2, 2026, the Administrative Law Judge issued an Initial Decision affirming the termination.

V. REVIEW OF THE MINUTES FROM THE DECEMBER 16, 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 RULEMAKING

Consideration of whether to initiate rulemaking related to Board Rules 1-2 and 8-21.

VIII. EXECUTIVE SESSION

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 February 17, 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