

State of Colorado



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MEETING MINUTES

November 19, 2024

The State Personnel Board met on November 19, 2024. The Board held its meeting via webinar using Zoom. Members of the public attended the meeting. In advance of the meeting, the Board posted information on its website about the agenda and webinar.

The meeting was called to order at 9:00 a.m. Board Members F. Robert Lee, David Ruchman, and Sarah Wager were present for the roll call. Board Member Euell Thomas joined the meeting at 9:13 a.m. Board Member Kimberley Dempster was excused. Rick Dindinger (Board Director) and Jenna Anderson, Esq. (Board Counsel) were also present for the meeting.

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

Laura Koeneman (Statewide Chief Human Resources Officer) and Arianne Burger-Shapiro (Labor Relations Director) reported about the negotiations between the State and Colorado WINS that resulted in the new Partnership Agreement effective September 23, 2024.

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

There were 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. Kiera-Nicole Lee v. Department of Human Services, SPB 2024G064.

Following discussion of the Administrative Law Judge's Preliminary Recommendation, the Board acted as follows: Ruchman moved to adopt the Recommendation, deny a hearing, and refer the matter to the State Personnel

Director for review. Lee seconded the motion. The motion carried on the affirmative vote of the following Board members: Lee, Ruchman, Thomas, and Wager.

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. Cris Clare v. Department of Corrections, SPB 2024B087.

The Board did not take any action.

B. Eric Strumpf v. Department of Corrections, SPB 2024B084.

The Board did not take any action.

C. Jon Waldrop v. Department of Human Services, SPB 2024B078.

The Board did not take any action.

V. REVIEW OF MINUTES FROM THE OCTOBER 15, 2024, PUBLIC MEETING OF THE STATE PERSONNEL BOARD.

Ruchman moved to approve the minutes as submitted. Lee seconded the motion. The motion carried on the affirmative vote of the following Board members: Lee, Ruchman, Thomas, and Wager.

VI. ADMINISTRATIVE MATTERS & COMMENTS.

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

- Charles Nocera made a public comment.

B. ADMINISTRATIVE MATTERS.

- Dindinger recommended that the Board adopt a policy regarding public comments during Board meetings. Dindinger solicited Board feedback relating to a draft policy.

VII. RULEMAKING.

Dindinger recommended the Board initiate the rulemaking process to amend Board Rule 1-71. The Board considered whether to initiate the rulemaking process. Thomas moved to initiate the rulemaking process. Ruchman seconded the motion. The motion carried

on the affirmative vote of the following Board members: Lee, Ruchman, Thomas, and Wager.

VIII. EXECUTIVE SESSION.

At 9:45 a.m., Wager moved to enter an executive session for the following purposes:

- For the purpose of receiving legal advice pursuant to C.R.S. § 24-6-402(3), specifically as to C.R.S. § 24-34-402(1.3) and Board Rule 1-71.
- For the purpose of receiving legal advice pursuant to C.R.S. § 24-6-402(3), specifically as to the legal authorities governing public comment during Board meetings.

Ruchman seconded the motion. The motion carried on the affirmative vote of the following Board members: Lee, Ruchman, Thomas, and Wager. The Board entered into executive session at 9:49 a.m. The executive session ended at 10:08 a.m. The Board returned to public session at 10:10 a.m.

Wager announced that the Board did not take any action during the executive session.

The Board meeting adjourned by consensus at 10:23 a.m.

SIGNED THIS 17th DAY OF DECEMBER 2024.

Sarah Wager, Chair

David Ruchman, Vice Chair

Kimberley Dempster, Board Member

F. Robert Lee, Board Member

Euell Thomas, Board Member