

State of Colorado



Jared Polis
Governor

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Board Chair

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Board Director

State Personnel Board
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MEETING MINUTES

February 18, 2025

The State Personnel Board met on February 18, 2025. 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 Kimberley Dempster, F. Robert Lee, David Ruchman, and Euell Thomas were present for the roll call. Rick Dindinger (Board Director) and Jenna Anderson, Esq. (Board Counsel) were also present for the meeting. Sarah Wager joined the meeting at 9:04 a.m.

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

There was no report scheduled this month.

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

A. Raeann Vigil v. Department of Corrections, SPB 2024G083.

Following discussion of the Administrative Law Judge's Initial Decision and the parties' briefs, the Board acted as follows: Ruchman moved to affirm the Initial Decision. Lee seconded the motion. The motion carried on the affirmative vote of the following Board members: Dempster, Lee, Ruchman, Thomas, and Wager.

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

A. TommyRay Sena v. Community Colleges of Colorado, SPB 2025S030.

Following discussion of the Administrative Law Judge's Preliminary Recommendation, the Board acted as follows: Thomas moved to adopt the

Recommendation and grant a hearing. Ruchman seconded the motion. The motion carried on the affirmative vote of the following Board members: Dempster, Lee, Ruchman, and Thomas. Wager voted in opposition.

B. Susan Heath v. Metropolitan State University, SPB 2025G017.

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: Dempster, 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. Elizabeth Schlagel v. Colorado School of Mines, SPB 2025B022.

The Board did not take any action.

B. Cariann Ryan v. Department of Personnel & Administration, SPB 2024B091.

The Board did not take any action.

C. Ebony Russell v. Department of Local Affairs, SPB 2025B005.

The Board did not take any action.

V. REVIEW OF MINUTES FROM THE JANUARY 21, 2025, PUBLIC MEETING OF THE STATE PERSONNEL BOARD.

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

VI. ADMINISTRATIVE MATTERS & COMMENTS.

A. ADMINISTRATIVE MATTERS.

- Anderson reported that the Court of Appeals affirmed the Board in Ida v. University of Colorado Boulder, SPB Case No. 2022B052, Court of Appeals No. 23CA1820.
- Anderson announced that Ashley Moller, Esq., will serve as Board Counsel at some upcoming Board meetings.

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

- In advance of the meeting, the Board did not receive any requests to make a general comment.

VII. RULEMAKING HEARING.

None.

VIII. EXECUTIVE SESSION.

None.

The Board meeting adjourned by consensus at 9:25 a.m.

SIGNED THIS 18th DAY OF MARCH 2025.

Sarah Wager, Chair

David Ruchman, Vice Chair

Kimberley Dempster, Board Member

F. Robert Lee, Board Member

Euell Thomas, Board Member