

# State of Colorado



Jared Polis  
*Governor*

Sarah Wager  
*Board Chair*

Rick Dindinger  
*Board Director*

State Personnel Board  
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## **MEETING MINUTES**

June 24, 2025

The State Personnel Board met on June 24, 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, David Ruchman, Euell Thomas, and Sarah Wager were present for the roll call. Rick Dindinger (Board Director) and Jenna Anderson, Esq. (Board Counsel) were also present for the meeting. F. Robert Lee joined the meeting at 9:31 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. Ebony Russell v. Department of Local Affairs, SPB 2025B005.**

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. Thomas seconded the motion. The motion carried on the affirmative vote of the following Board members: Dempster, Ruchman, Thomas, and Wager.

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

#### **A. Regina Granato v. Department of Revenue, SPB 2025G051.**

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

Recommendation and deny a hearing. Ruchman seconded the motion. The motion carried on the affirmative vote of the following Board members: Dempster, Ruchman, Thomas, and Wager.

B. Troy Burbidge v. University of Northern Colorado, SPB 2025G069.

Following discussion of the Administrative Law Judge's Preliminary Recommendation, the Board acted as follows: Ruchman moved to adopt the Recommendation and deny a hearing. Dempster seconded the motion. The motion carried on the affirmative vote of the following Board members: Dempster, Ruchman, Thomas, and Wager.

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

Following discussion of the Administrative Law Judge's Preliminary Recommendation, the Board acted as follows: Ruchman moved to adopt the Recommendation and grant a hearing. Dempster seconded the motion. The motion carried on the affirmative vote of the following Board members: Dempster, Ruchman, Thomas, and Wager.

D. Bryan Garr v. Department of Natural Resources, SPB 2025G045.

Following discussion of the Administrative Law Judge's Preliminary Recommendation, the Board acted as follows: Dempster moved to adopt the Recommendation, deny a hearing, and refer the matter to the State Personnel Director for review. Ruchman 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. Ava Marie Heath v. Department of Corrections, SPB 2025S037.

The Board did not take any action.

B. Josh Marshall v. Department of Human Services, SPB 2025B035.

The Board did not take any action.

C. Gwendolyn Londenberg v. Department of Corrections, SPB 2025B030(c).

The Board did not take any action.

**V. REVIEW OF MINUTES FROM THE MAY 20, 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 Denver District Court dismissed Sarah Roberts v. State Personnel Board (2024CV32257).
- Anderson reported that the Court of Appeals affirmed the Board in Madrugá v. Department of Revenue, SPB 2023S048, Court of Appeals No. 24CA1160.
- Dindinger announced that the Governor appointed Stacy Worthington to the Board for a term beginning on July 1, 2025.
- Dindinger reminded everyone that the Board will elect a Chair and a Vice Chair at its July meeting.
- Dindinger thanked Sarah Wager for her six years of service on the Board, including one year as Vice Chair and four as Chair.

**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. PROPOSED RULEMAKING.**

Dindinger reminded everyone that the Board will hold a rulemaking hearing regarding a proposed amendment to Board Rule 1-2 at its July meeting. The rulemaking will start at the earlier of the conclusion of the Board's regular business or 10:00 am.

**VIII. EXECUTIVE SESSION.**

None.

The Board meeting adjourned by consensus at 9:58 a.m.

**SIGNED THIS 15th DAY OF JULY 2025.**

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David Ruchman, Vice Chair FY 24-25

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Kimberley Dempster, Board Member

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F. Robert Lee, Board Member

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Euell Thomas, Holdover Board Member

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Stacy Worthington, Board Member