

# State of Colorado



Jared Polis  
*Governor*

David Ruchman  
*Board Chair*

Rick Dindinger  
*Board Director*

State Personnel Board  
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## **MEETING MINUTES**

July 15, 2025

The State Personnel Board met on July 15, 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 Stacy Worthington were present for the roll call. Rick Dindinger (Board Director) and Jenna Anderson, Esq. (Board Counsel) were also present for the meeting. Euell Thomas joined the meeting at 9:43 a.m. Thomas served as a holdover elected Board Member pending reinitiation and completion of the election process under Board Rule 1-2.

### **I. ELECTION OF BOARD OFFICERS FOR FY 2025-2026.**

The Board held officer elections. Worthington nominated Ruchman as the Board Chair. Dempster seconded the nomination. The nomination carried on the affirmative vote of the following Board members: Dempster, Lee, Ruchman, and Worthington. Dempster nominated Worthington as the Board Vice Chair. Lee seconded the nomination. The nomination carried on the affirmative vote of the following Board members: Dempster, Lee, Ruchman, and Worthington. Chair Ruchman and Vice Chair Worthington will serve as the Board officers for FY 2025-2026.

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

There was no report scheduled this month.

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

#### **A. Christina Bazanele v. Department of Human Services, SPB 2023G051.**

Following discussion of the Administrative Law Judge's Initial Decision and the parties' briefs, the Board acted as follows: Lee moved to affirm the Initial Decision.

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

B. Naana Poku v. Department of Human Services, SPB 2025G068.

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

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

A. Melissa Keller v. University of Colorado Boulder, SPB 2025G062.

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

B. Charles Willis v. Department of Labor & Employment, SPB 2025S060.

Following discussion of the Administrative Law Judge's Preliminary Recommendation, the Board acted as follows: Worthington moved to adopt the Recommendation, deny a hearing, and refer the matter to the State Personnel Director for review. Dempster seconded the motion. The motion carried on the affirmative vote of the following Board members: Dempster, Lee, Ruchman, and Worthington.

C. Derick Davis v. Department of Human Services, SPB 2025G056.

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

**V. INITIAL DECISIONS OR OTHER FINAL ORDERS OF THE ADMINISTRATIVE LAW JUDGES FOR POTENTIAL REVIEW UNDER C.R.S. § 24-4-105(14)(a)(II).**

There were no Initial Decisions or other final orders for review under C.R.S. § 24-4-105(14)(a)(II).

## **VI. REVIEW OF MINUTES FROM THE JUNE 24, 2025, PUBLIC MEETING OF THE STATE PERSONNEL BOARD.**

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

## **VII. ADMINISTRATIVE MATTERS & COMMENTS.**

### **A. ADMINISTRATIVE MATTERS.**

- Anderson reported that the Colorado Court of Appeals affirmed the Board in Barrack v. Department of Corrections, SPB Case No. 2023B068, Court of Appeals No. 2024CA095.
- Anderson reported that the Colorado Court of Appeals issued a Mandate in Soltani v. Department of Human Services, SPB Case No. 2024B023, Court of Appeals No. 2024CA671.

### **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.

## **VIII. PROPOSED RULEMAKING.**

Starting at approximately 9:32 a.m., the Board conducted a rulemaking hearing regarding proposed changes to Board Rule 1-2 found at 4 CCR 801-1, Chapter 1 (Organization, Responsibilities, Ethics, Payroll Deduction, and Definitions).

Prior to the meeting, the Board did not receive any written comments.

Dindinger made a staff presentation regarding the proposed rule change.

The Board invited any public comment. Nobody provided public comment.

**Motion.** Worthington moved to amend Board Rule 1-2(E) in the current version of Chapter 1, and to adopt the revised rule and the accompanying statements of basis and purpose as originally published with the Secretary of State on June 10, 2025. Worthington's motion stated that the specific authority of the State Personnel Board to promulgate this rule is found at Article XII, §§ 13 and 14 of the Colorado Constitution; the State Personnel System Act, C.R.S. § 24-50-101, *et seq.*; and the Administrative Procedure Act, C.R.S. § 24-4-103. Worthington's motion also stated that the purpose for revising this rule is to address situations where no candidate for the Board Member elected position provides the standard fifty (50) nominating signatures by the deadline. Worthington's motion also stated that the Board finds, as required by C.R.S. § 24-4-103(4)(b), that the record of the rulemaking proceedings demonstrates the need for the rule; the proper statutory authority exists for the rule; to the extent practicable, the rule is clearly and simply stated; the rule

does not conflict with other provisions of law; and any duplication or overlapping was explained. Lee seconded the motion. The motion carried on the affirmative vote of the following Board members: Dempster, Lee, Ruchman, Thomas, and Worthington. The Board concluded the rulemaking hearing at 9:53 a.m.

#### **IX. EXECUTIVE SESSION.**

At 9:55 a.m., Ruchman moved to enter an executive session for the purpose of receiving a litigation update and legal advice pursuant to C.R.S. § 24-6-402(3) about the following matters: Strumpf v. Department of Corrections (SPB 2024B084; COA 2025CA543); Stumpf v. Department of Corrections (SPB 2025S048; COA 2025CA1048); and Stumpf v. Department of Corrections (SPB 2025D001). Worthington seconded the motion. The motion carried on the affirmative vote of the following Board members: Dempster, Lee, Ruchman, Thomas, and Worthington. The Board entered into executive session at 9:59 a.m.

The executive session ended at 10:10 a.m. The Board returned to public session at 10:11 a.m. Ruchman announced that the Board received legal advice and did not take any action during the executive session.

The Board meeting adjourned by consensus at 10:12 a.m.

**SIGNED THIS 19th DAY OF AUGUST 2025.**

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David Ruchman, Chair

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Stacy Worthington, Vice Chair

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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