

State of Colorado



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MEETING MINUTES

August 19, 2025

The State Personnel Board met on August 19, 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 F. Robert Lee, David Ruchman, Euell Thomas, 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. Thomas served as a holdover elected Board Member pending reinitiation and completion of the election process under Board Rule 1-2. Kimberley Dempster joined the meeting at 9:24 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. Sandeep Shankar v. Department of Corrections, SPB 2025B027(c).

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

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

A. Ayman Salloum v. Department of Transportation, SPB 2025G049.

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

Recommendation, deny a hearing, and refer the matter to the State Personnel Director for review. Worthington seconded the motion. The motion carried on the affirmative vote of the following Board members: Lee, Ruchman, Thomas, and Worthington.

B. Gary Pacheco v. Department of Human Services, SPB 2025G060.

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

C. Mary-Magdalene Ngum Chumbow v. Department of Corrections, SPB 2025S064.

Following discussion of the Administrative Law Judge's Preliminary Recommendation, the Board acted as follows: Dempster moved to reject 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, and Worthington. Ruchman and Thomas voted in opposition.

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. Derek Whipple v. Department of Public Safety, SPB 2025B060.

The Board did not take any action.

V. REVIEW OF MINUTES FROM THE JULY 15, 2025, PUBLIC MEETING OF THE STATE PERSONNEL BOARD.

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

VI. ADMINISTRATIVE MATTERS & COMMENTS.

A. ADMINISTRATIVE MATTERS.

- Anderson reported that the Colorado Court of Appeals issued a Mandate in Madrugá v. Department of Revenue, SPB Case No. 2023S048, Court of Appeals No. 2024CA1160.
- Anderson reminded the Board that the September meeting will include annual training, including ethics training.
- Dindinger reported that he submitted the annual Whistleblower Report to the Governor's office. The report is posted on the Board's website.

- Dindinger recommended the Board discontinue recording its regular meetings for two reasons: (1) recordings create an administrative burden on staff time and our limited resources; and (2) the controlling record of Board actions and Board votes should be the Board Minutes.

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.

At 9:47 a.m., Thomas moved to enter an executive session for the purpose of the following:

- For the purpose of receiving legal advice pursuant to C.R.S. § 24-6-402(3) regarding the recording of the Board's regular meetings.
- For personnel matters regarding the Board Director's annual review pursuant to C.R.S. § 24-6-402(3).
- For personnel matters regarding a potential spot award pursuant to C.R.S. § 24-6-402(3).

Dempster seconded the motion. Dindinger requested that the second two discussion items take place during an executive session. 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 9:50 a.m.

The executive session ended at 10:39 a.m. The Board returned to public session at 10:41 a.m. Ruchman announced that the Board received legal advice, discussed personnel matters, and did not take any action during the executive session.

Board Member Dempster moved that the Board discontinue audio and video recordings of the Board's regular meetings. Lee seconded. Following discussion, the motion carried on the affirmative vote of the following Board members: Dempster, Lee, Ruchman and Thomas. Worthington voted in opposition.

Lee moved to award a spot award as discussed during the executive session. Dempster seconded the motion. The motion carried on the affirmative vote of the following Board Members: Dempster, Lee, Ruchman, Thomas, and Worthington.

The Board meeting adjourned by consensus at 10:50 a.m.

SIGNED THIS 16th DAY OF SEPTEMBER 2025.

David Ruchman, Chair

Stacy Worthington, Vice Chair

Kimberley Dempster, Board Member

F. Robert Lee, Board Member

Euell Thomas, Holdover Board Member