

State of Colorado



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MEETING MINUTES September 16, 2025

The State Personnel Board met on September 16, 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 9:10 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. Ayman Salloum v. Department of Transportation, SPB 2025B077.

Following discussion of the Administrative Law Judge's Order of Dismissal and the parties' briefs, the Board acted as follows: Worthington moved to affirm the Order of Dismissal. 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. Carla Woods v. Department of Corrections, SPB 2025G078.

Following discussion of the Administrative Law Judge's Preliminary Recommendation, the Board acted as follows: Lee moved to adopt the Recommendation and grant a hearing. Worthington seconded the motion. The

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

B. Abby Lutalo v. Colorado School of Mines, SPB 2025G064.

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

C. James Gomez v. Department of Corrections, SPB 2025G092.

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

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).

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

V. REVIEW OF MINUTES FROM THE AUGUST 19, 2025, PUBLIC MEETING OF THE STATE PERSONNEL BOARD.

Lee moved to approve the minutes as submitted. Thomas 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.

- Dindinger announced that the State Personnel Board is holding an election for the term that started on July 1, 2025. More information is posted on the Board's website.
- Dindinger reported on various trends with respect to the Board's appeals, preliminary recommendations, hearings, initial decisions, and settlement program.

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 LEGISLATION AND/OR RULEMAKING.

None.

VIII. EXECUTIVE SESSION.

At 9:45 a.m., Ruchman moved to enter an executive session for the purpose of receiving legal advice and legal training pursuant to C.R.S. § 24-6-402(3), specifically as to Board Member Ethics, Board Member Conflicts of Interest, and the matters set forth in C.R.S. § 24- 3.7-102. Lee 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 9:48 a.m.

The executive session ended at 10:13 a.m. The Board returned to public session at 10:15 a.m. Ruchman announced that the Board received legal advice and its annual training and did not take any action during the executive session.

The Board meeting adjourned by consensus at 10:16 a.m.

SIGNED THIS 21st DAY OF OCTOBER 2025.

David Ruchman, Chair

Stacy Worthington, Vice Chair

Kimberley Dempster, Board Member

F. Robert Lee, Board Member

Euell Thomas, Holdover Board Member