

State of Colorado



Jared Polis
Governor

David Ruchman
Board Chair

Rick Dindinger
Board Director

State Personnel Board
1525 Sherman Street 4th Floor
Denver, Colorado 80203
Phone (303) 866-3300
Fax (303) 866-5038

MEETING MINUTES

October 21, 2025

The State Personnel Board met on October 21, 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, and Stacy Worthington were present for the roll call. Rick Dindinger (Board Director) and Jenna Anderson, Esq. (Board Counsel) were also present. Euell Thomas joined the meeting at 9:18 a.m. Thomas served as a holdover elected Board Member pending reinitiation and completion of the election process under Board Rule 1-2. Kimberley Dempster was excused.

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

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

B. Ayman Salloum v. Department of Transportation, SPB 2024G074(c).

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.

C. Jerome Greene v. University of Colorado Boulder, SPB 2025G091.

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

D. Charles Nocera v. Department of Personnel & Administration, SPB 2025S078.

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. Ruchman 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. Marika Bower v. Department of Human Services, SPB 2025G074.

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

B. Jessica Wilson v. Department of Human Services, SPB 2025G081.

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. Thomas seconded the motion. The motion carried on the affirmative vote of the following Board members: 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).

A. Scott Claussen v. Department of Transportation, SPB 2025B085.

The Board did not take any action.

B. Daniel Parker v. Department of Human Services, SPB 2025B072.

The Board did not take any action.

V. REVIEW OF MINUTES FROM THE SEPTEMBER 16, 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: Lee, Ruchman, Thomas, and Worthington.

VI. ADMINISTRATIVE MATTERS & COMMENTS.

A. ADMINISTRATIVE MATTERS.

- Dindinger announced that the nominating process that started on September 15, 2025, for the State Personnel Board Election failed to yield any candidates. As a result, Dindinger is reinitiating the nominating process pursuant to newly effective Board Rule 1-2(E)(2).

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.

None.

The Board meeting adjourned by consensus at 9:50 a.m.

SIGNED THIS 18th DAY OF NOVEMBER 2025.

David Ruchman, Chair

Stacy Worthington, Vice Chair

Kimberley Dempster, Board Member

F. Robert Lee, Board Member

Euell Thomas, Holdover Board Member