

# State of Colorado



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*Governor*

David Ruchman  
*Board Chair*

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## **MEETING MINUTES**

November 18, 2025

The State Personnel Board met on November 18, 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 9:04 a.m. Board Members Kimberley Dempster, 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. Thomas served as a holdover elected Board Member.

### **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.**

There were no Initial Decisions or other final orders for review on appeal by the parties.

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

#### **A. Chad Marcum v. Department of Corrections, SPB 2026S001.**

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

B. Bryce Green v. Department of Labor & Employment, SPB 2026G009.

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

C. Jean-Luc Malebranche v. Department of Corrections, SPB 2025G075(c).

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: Dempster, Lee, Ruchman, Thomas, and Worthington.

D. Ayman Salloum v. Department of Transportation, SPB 2026G063.

Following discussion of the Administrative Law Judge's Preliminary Recommendation, the Board acted as follows: Lee 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, Thomas, and Worthington.

E. David Thomas v. Department of Personnel & Administration, SPB 2025G093.

Dindinger left the meeting during discussion of this agenda item.

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.

Dindinger returned to the meeting following conclusion of this agenda item.

**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).**

Thomas and Worthington recused from discussion of this agenda item and left the meeting.

A. Fiona Sigalla v. Department of Regulatory Agencies, SPB 2024S063.

The Board did not take any action.

Thomas and Worthington returned to the meeting following conclusion of this agenda item.

**V. REVIEW OF MINUTES FROM THE OCTOBER 21, 2025, PUBLIC MEETING OF THE STATE PERSONNEL BOARD.**

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

**VI. ADMINISTRATIVE MATTERS & COMMENTS.**

**A. ADMINISTRATIVE MATTERS.**

- Ruchman reported that the Court of Appeals issued a mandate in Barrack v. Department of Corrections, SPB No. 2023B068; Court of Appeals No. 2024CA955.
- Dindinger announced that no candidate submitted nominating petitions for the Board election by the deadline, November 7, 2025. Dindinger and Anderson are exploring options regarding the election process.

**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 9:54 a.m., Ruchman moved to enter an executive session for the purpose of discussing the Board Director's annual review pursuant to C.R.S. § 24-6-402(3). Worthington seconded the motion. Dindinger requested that the discussion 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 9:58 a.m. The executive session ended at 10:00 a.m.

Board Members Dempster, Lee, Ruchman, and Worthington returned to public session at 10:02 a.m.

Dempster moved to approve the performance evaluation discussed during the executive session. Worthington seconded the motion. The motion carried on the affirmative vote of the following Board members: Dempster, Lee, Ruchman, and Worthington.

The Board meeting adjourned by consensus at 10:03 a.m.

**SIGNED THIS 16th DAY OF DECEMBER 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