

State of Colorado



Jared Polis
Governor

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Board Director

State Personnel Board
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MEETING MINUTES

December 16, 2025

The State Personnel Board met on December 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 Kimberley Dempster, F. Robert Lee, David Ruchman, and Stacy Worthington were present for the roll call. Rick Dindinger (Board Director) and Jenna Anderson (Board Counsel) were also present. Holdover Board Member Euell Thomas 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.

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.

There were no Preliminary Recommendations for review.

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. Ayman Salloum v. Department of Transportation, SPB 2025B073(c).

The Board did not take any action.

V. REVIEW OF MINUTES FROM THE NOVEMBER 18, 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, and Worthington.

VI. ADMINISTRATIVE MATTERS & COMMENTS.

A. ADMINISTRATIVE MATTERS.

- Dindinger announced that at the January meeting, he will ask the Board to initiate the rulemaking process for a potential amendment to the nominating process in Board Rule 1-2.

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.

At 9:07 a.m., Ruchman moved to enter an executive session for the purpose of receiving legal advice pursuant to C.R.S. § 24-6-402(3) regarding Colo. Const. Art. XII, Sec. 14; C.R.S. § 24-50-103(3) and (4); Board Rule 1-2; and other laws governing Board elections and/or vacancies. Worthington seconded the motion. The motion carried on the affirmative vote of the following Board members: Dempster, Lee, Ruchman, and Worthington.

The Board entered into executive session at 9:09 a.m. The executive session ended at 9:23 a.m. The Board returned to public session at 9:25 a.m. Ruchman announced that the Board had received legal advice. Anderson announced that the Board did not take any action. Board Members provided brainstorming ideas for possible consideration in any draft amendment to Board Rule 1-2.

The Board meeting adjourned by consensus at 9:31 a.m.

SIGNED THIS 20th DAY OF JANUARY 2026.

David Ruchman, Chair

Stacy Worthington, Vice Chair

Kimberley Dempster, Board Member

F. Robert Lee, Board Member

Euell Thomas, Holdover Board Member