



COLORADO

State Personnel Board

Jared Polis

Governor

David Ruchman

Board Chair

Rick Dindinger

Board Director

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Meeting Minutes: Board Meeting January 20, 2026

The State Personnel Board met on January 20, 2026. 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 9:05 a.m. Board Members Kimberley Dempster, F. Robert Lee, David Ruchman, and Euell Thomas were present for the roll call. Rick Dindinger (Board Director) and Jenna Anderson (Board Counsel) were also present. Stacy Worthington joined at 9:07 a.m. 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 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. Louis Painovich v. Department of Transportation, SPB 2026G026.

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

B. Sharod Johnson v. Department of Transportation, SPB 2026S008.

Following discussion of the Administrative Law Judge's Preliminary Recommendation, the Board acted as follows: Worthington moved to adopt 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, 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. Crystal Kelly v. Community Colleges of Colorado, SPB 2026B006.

The Board did not take any action.

B. Yara Melano v. Department of Labor & Employment, SPB 2024G112.

The Board did not take any action.

V. Review of the Minutes from the December 16, 2025 Public Meeting of the State Personnel Board

Worthington moved to approve the minutes as submitted. Dempster 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 recognized and thanked Judge Keith Shandalow for ten years of state service.

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.

Dempster moved to initiate rulemaking related to Board Rules 1-2 and 8-21.

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

VIII. Executive Session

None.

Adjourn

The Board meeting adjourned by consensus at 9:33 a.m.

Signed this 17th day of February 2026.

David Ruchman, Chair

Stacy Worthington, Vice Chair

Kimberley Dempster, Board Member

F. Robert Lee, Board Member

Euell Thomas, Holdover Board Member