

# State of Colorado



**Jared Polis**  
*Governor*

**Sarah Wager**  
*Board Chair*

**Rick Dindinger**  
*Board Director*

**State Personnel Board**  
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## **MEETING MINUTES**

November 15, 2022

The State Personnel Board met on November 15, 2022. The Board held its meeting via webinar using Zoom. Members of the public attended the meeting via webinar. In advance of the meeting, the Board posted information about the agenda and the webinar on its website.

The meeting was called to order at 9:02 a.m. Board Members Kimberley Dempster, Robert Lee, David Ruchman, Euell Thomas, and Sarah Wager were present for the roll call. Rick Dindinger (Board Director) and Jenna Anderson, Esq. (Board Counsel) were also present via webinar.

### **I. REPORT OF THE DEPARTMENT OF PERSONNEL & ADMINISTRATION (DPA) AND REPORT OF THE DIVISION OF HUMAN RESOURCES (DHR).**

Lynne Steketee (Statewide Chief Human Resources Officer) reported on skills-based hiring, the Registered Apprenticeship Program, the Center for Organizational Effectiveness, the Colorado Employee Assistance Program, the State's compensation philosophy, and payroll modernization. Tony Gherardini (Executive Director of DPA) reported on an amendment to the Partnership Agreement between the State and the Workers for Innovative and New Solutions (Colorado WINS) to increase wages for State employees, including implementation of a step pay plan.

### **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 Orders 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. Christian Castravet v. Department Public Safety, SPB 2023G002.**

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

B. Gary Pacheco v. Department of Revenue, SPB 2023S010.

Following discussion of the Administrative Law Judge's Preliminary Recommendation, the Board acted as follows: Dempster moved to adopt the recommendation, deny a hearing, and refer the matter to the State Personnel Director. Ruchman seconded the motion. The motion carried on the affirmative vote of the following Board members: Dempster, Lee, Ruchman, Thomas, and Wager.

**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. Brandon Troy Townsley v. Department of Corrections, SPB 2023S018.

The Board did not take any action.

B. Ana Stratton v. Department of Corrections, SPB 2023B011.

The Board did not take any action.

**V. REVIEW OF MINUTES FROM THE OCTOBER 18, 2022, PUBLIC MEETING OF THE STATE PERSONNEL BOARD.**

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

**VI. ADMINISTRATIVE MATTERS & COMMENTS.**

A. ADMINISTRATIVE MATTERS.

- Anderson reported that the Colorado Court of Appeals affirmed the Board in Hidalgo v. Department of Human Services, State Personnel Board Case No. 2021B022, Court of Appeals No. 21CA1527. She also reported that the Agency recently filed a Petition for Rehearing with the Court of Appeals.
- Dindinger reminded everyone that next month's Board Meeting will be held on the second Tuesday of the month (on December 13, 2022).

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 publicly.

**VII. RULEMAKING HEARING.**

There was no proposed legislation or rulemaking at the meeting.

**VIII. EXECUTIVE SESSION.**

None.

The Board meeting adjourned by consensus at 10:02 a.m.

**SIGNED THIS 13th DAY OF DECEMBER, 2022.**

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Sarah Wager, Chair

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David Ruchman, 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, Board Member