

# State of Colorado

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**Jared Polis**  
*Governor*

**David Ruchman**  
*Board Chair*

**Rick Dindinger**  
*Board Director*



**State Personnel Board**  
1525 Sherman Street, 4<sup>th</sup> Floor  
Denver, Colorado 80203  
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July 31, 2025

The Honorable Jared Polis  
Governor of the State of Colorado  
136 State Capitol Building  
Denver, Colorado 80203

## **RE: Whistleblower Report for Fiscal Year 2024-2025**

Dear Governor Polis:

Pursuant to C.R.S. § 24-50.5-107, attached is the Colorado State Personnel Board's annual Whistleblower Report. The Report summarizes the Board's actions under the State Employee Protection Act (commonly referred to as the Whistleblower Act).

If you have any questions, please do not hesitate to contact me at 303-866-5776 or [rick.dindinger@state.co.us](mailto:rick.dindinger@state.co.us).

Sincerely,

***Rick Dindinger***

Rick Dindinger  
Board Director

cc: State Personnel Board Members  
Kara Veitch, Chief Legal Counsel to the Governor  
Tony Gherardini, State Personnel Director  
Laura Koeneman, Statewide Chief Human Resources Officer  
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# ANNUAL WHISTLEBLOWER REPORT TO THE GOVERNOR

TO: The Honorable Jared Polis, Governor

FROM: The Colorado State Personnel Board  
Rick Dindinger, Director

PERIOD: July 1, 2024, through June 30, 2025

## INTRODUCTION

The Colorado State Personnel Board provides this report pursuant to C.R.S. § 24-50.5-107 of the State Employee Protection Act (commonly referred to as the “Whistleblower Act,” sometimes referred to as “SEPA”). Section 24-50.5-107 provides: “The state personnel board shall report annually to the governor concerning the complaints filed, hearings held, and actions taken pursuant to this article.” This report covers whistleblower complaints pending with the Board on July 1, 2024, and whistleblower complaints filed with the Board from July 1, 2024, through June 30, 2025. Unless necessary to indicate the posture of a pending matter, this report does not cover peripheral orders such as discovery orders or procedural orders.

## SUMMARY CHART

	FY 24-25	FY 23-24	FY 22-23	FY 21-22	FY 20-21
Number of whistleblower complaints filed with the Board.	36	44	24	20	24
Complaints subject to a mandatory Board hearing. <sup>1</sup>	10	15	9	7	4
Complaints subject to Board’s review process and possible hearing.	26	30	15	11	20
Complaints dismissed voluntarily.	14	8	9	8	25
Complaints dismissed by Board following review process.	5	7	1	3	3
Complaints dismissed by Board for procedural reasons. <sup>2</sup>	14	16	13	10	8
Evidentiary hearings of whistleblower complaints.	4	3	0	1	4
Initial Decisions finding a whistleblower violation.	0	1	0	1	1

Unshaded rows reflect filings during the fiscal year. Shaded rows reflect outcomes during the fiscal year.

<sup>1</sup> The Colorado State Personnel Board uses letters in its case numbering convention to indicate the type of appeal. “B” in the case numbering indicates matters where the employee has a mandatory right to a Board hearing, such as a loss of pay. “G” indicates an appeal of a grievance decision or other decision that does not impact current base pay, status, or tenure. “S” indicates an appeal of a selection decision. Both G and S appeals are subject to the Board’s review process and may be set for an evidentiary hearing. A “(c)” in the case numbering indicates that separate appeals have been consolidated into a single matter.

<sup>2</sup> Procedural reasons for dismissals include lack of jurisdiction, untimeliness, abandonment, failure to comply with Board Rules, failure to comply with ALJ orders, and other procedural deficiencies.

CASES FILED IN FY 23-24  
(July 1, 2023-June 30, 2024)

**Kambiz Behnam v. Department of Corrections, 2024B028 - *This case went to an evidentiary hearing on the whistleblower complaint.***

- November 8, 2023. Complainant appealed a two-month reduction in pay and a corrective action. Complainant asserted Respondent retaliated for disclosing alleged budget irregularities, including alleged fraud.
- December 29, 2023. Respondent filed its response to the whistleblower complaint.
- April 22-23, 2024. Evidentiary hearing.
- June 17, 2024. ALJ issued an Initial Decision finding that Respondent did not violate the Whistleblower Act.

**Christel Koranda v. Department of Natural Resources, 2024B036(c) - *This case did not go to an evidentiary hearing on the whistleblower complaint.***

- December 26, 2023. Complainant appealed a demotion. Complainant asserted Respondent retaliated for disclosing alleged statutory violations related to a new organizational structure.
- April 1, 2024. Complainant filed a Charge of Discrimination with the CCRD.
- April 3, 2024. Complainant appealed a revised position description and the ALJ entered an Order of Consolidation as SPB Case No. **2024B036(c)**.
- April 8, 2024. Respondent filed its response to the whistleblower complaint.
- September 4, 2024. The CCRD issued a No Probable Cause Opinion.
- December 20, 2024. The parties reached a settlement agreement and Respondent filed a motion to dismiss.
- December 23, 2024. ALJ dismissed the case.

**Stephanie Martinez v. Department of Corrections, 2024B043 - *This case did not go to an evidentiary hearing on the whistleblower complaint.***

- February 2, 2024. Complainant appealed an administrative discharge. Complainant asserted Respondent retaliated for disclosing alleged staffing concerns and safety concerns.
- May 6, 2024. Respondent filed its response to the whistleblower complaint.
- July 31, 2024. ALJ granted Respondent's Motion for Summary Judgment and dismissed the case.

**Jenna Emery v. Department of Human Services, 2024B057 - *This case did not go to an evidentiary hearing on the whistleblower complaint.***

- March 11, 2024. Complainant appealed a demotion. Complainant asserted Respondent retaliated for disclosing alleged concerns regarding informed consents.
- May 2, 2024. Respondent filed its response to the whistleblower complaint.
- August 8, 2024. The parties reached a settlement agreement and Respondent filed a motion to dismiss.
- August 12, 2024. ALJ dismissed the case.

**Trent Keller v. Department of Transportation, 2024B060 - *This case did not go to an evidentiary hearing on the whistleblower complaint.***

- April 12, 2024. Complainant appealed a resignation. Complainant asserted Respondent retaliated for disclosures about an alleged toxic work environment.
- July 1, 2024. Respondent filed its response to the whistleblower complaint.
- October 3, 2024. The parties reached a settlement agreement and Respondent filed a motion to dismiss.
- October 10, 2024. ALJ dismissed the case.

**La Tosha Turner v. Department of Law, 2024B079(c) - *This case did not go to an evidentiary hearing on the whistleblower complaint.***

- May 9, 2024. Complainant appealed a termination. Complainant asserted Respondent retaliated for disclosures about alleged workplace concerns.
- May 13, 2024. Order consolidating SPB **2024G079** and SPB **2024B079**, and dismissing the whistleblower complaint in SPB 2024G079.
- June 13, 2024. Complainant filed a Charge of Discrimination with the CCRD.
- June 25, 2024. Respondent filed its response to the whistleblower complaint in SPB 2024B079.
- October 2, 2024. The CCRD issued a No Probable Cause Opinion.
- December 20, 2024. Respondent filed an unopposed motion to dismiss the whistleblower complaint.
- December 23, 2024. ALJ dismissed the whistleblower complaint.

**Jenna Charest v. Department of Corrections, 2024B085 - *This case did not go to an evidentiary hearing on the whistleblower complaint.***

- June 3, 2024. Complainant appealed a termination. Complainant asserted individuals in the chain of command allegedly abused powers.
- July 18, 2024. Complainant filed a Charge of Discrimination with the CCRD.
- July 19, 2024. Respondent filed its response to the whistleblower complaint.
- December 19, 2024. The CCRD issued a No Probable Cause Opinion.
- May 2, 2025. The parties reached a settlement agreement and Respondent filed a motion to dismiss.
- May 6, 2025. ALJ dismissed the case.

**Lucas Hoff v. Department of Natural Resources, 2024B089 - *This case did not go to an evidentiary hearing on the whistleblower complaint.***

- June 11, 2024. Complainant appealed a termination. Complainant's alleged protected disclosures are not specified or are unclear.
- June 28, 2024. Complainant filed an amended appeal but Complainant did not check the box on the amended appeal to indicate a whistleblower complaint.
- September 3, 2024. The parties reached a settlement agreement and Respondent filed a motion to dismiss.
- September 3, 2024. ALJ dismissed the case.

**Cariann Ryan v. Department of Personnel & Administration, 2024B091 - *This case went to an evidentiary hearing on the whistleblower complaint.***

- June 27, 2024. Complainant appealed a termination of a term limited position. Complainant asserted Respondent retaliated for disclosing alleged accessibility issues.
- September 3, 2024. Respondent filed its response to the whistleblower complaint.
- December 2-3, 2024. Evidentiary hearing.
- January 30, 2025. ALJ issued an Initial Decision finding that Respondent did not violate the Whistleblower Act.

**Sheryce Borgatti v. Department of Corrections, 2024G042 - *This case did not go to an evidentiary hearing on the whistleblower complaint.***

- November 27, 2023. Complainant appealed a termination of probationary employment. Complainant asserted Respondent retaliated for disclosing that a supervisor allegedly requested Complainant to include incorrect information in a document.
- January 22, 2024. Respondent filed its response to the whistleblower complaint.
- March 13, 2024. Complainant filed a Charge of Discrimination with the CCRD.
- September 27, 2024. The CCRD issued a No Probable Cause Opinion.
- November 25, 2024. ALJ dismissed the case for procedural issues.

**Jamaal Diaby v. Department of Personnel & Administration, 2024G046 - *This case did not go to an evidentiary hearing on the whistleblower complaint.***

- December 4, 2023. Complainant appealed a termination of probationary employment. Complainant asserted Respondent retaliated for disclosures about hiring practices and an alleged lack of diversity.
- January 24, 2024. Complainant filed a Charge of Discrimination with the CCRD.
- January 29, 2024. Respondent filed its response to the whistleblower complaint.
- May 9, 2024. The CCRD issued a No Probable Cause Opinion.
- July 6, 2024. ALJ dismissed the case for procedural issues.

**Darla Anderl v. Department of Human Services, 2024G058 - *This case did not go to an evidentiary hearing on the whistleblower complaint.***

- January 24, 2024. Complainant appealed a termination of probationary employment. Complainant asserted Respondent retaliated for disclosing concerns regarding alleged issues with care and with administering medications.
- February 14, 2024. Complainant filed a Charge of Discrimination with the CCRD.
- March 15, 2024. Respondent filed its response to the whistleblower complaint.
- August 12, 2024. The CCRD issued a No Probable Cause Opinion.
- November 26, 2024. Following a review, ALJ issued a Preliminary Recommendation to deny a hearing on the whistleblower complaint.
- December 17, 2024. The State Personnel Board adopted the Preliminary Recommendation and denied a hearing on the whistleblower complaint.
- January 21, 2025. Complainant appealed to the Colorado Court of Appeals.

**William Hastings v. Department of Human Services, 2024G063(c) - *This case did not go to an evidentiary hearing on the whistleblower complaint.***

- February 8, 2024. Complainant appealed a termination of probationary employment. Complainant asserted Respondent retaliated for disclosing alleged embezzlement, favoritism, lack of training, and other concerns.
- March 29, 2024. Respondent filed its response to the whistleblower complaint.
- June 25, 2024. Following a review, ALJ issued a Preliminary Recommendation to grant a hearing on the whistleblower complaint.
- July 16, 2024. The State Personnel Board adopted the Preliminary Recommendation and granted a hearing on the whistleblower complaint.
- July 17, 2024. Order consolidating SPB **2024G063** and SPB **2024S042**.
- March 31, 2025. The parties reached a settlement agreement and Respondent filed a motion to dismiss.
- April 1, 2025. ALJ dismissed the case.

**Kiera-Nicole Lee v. Department of Human Services, 2024G064 - *This case did not go to an evidentiary hearing on the whistleblower complaint.***

- February 10, 2024. Complainant appealed a termination of probationary employment. Complainant asserted Respondent retaliated for disclosing alleged failures to provide required breaks at work.
- February 27, 2024. Complainant filed a Charge of Discrimination with the CCRD.
- March 29, 2024. Respondent filed its response to the whistleblower complaint.
- July 22, 2024. The CCRD issued a No Probable Cause Opinion.
- October 29, 2024. Following a review, ALJ issued a Preliminary Recommendation to deny a hearing on the whistleblower complaint.
- November 19, 2024. The State Personnel Board adopted the Preliminary Recommendation and denied a hearing on the whistleblower complaint.

**Vira Magor v. Department of Human Services, 2024G067 - *This case did not go to an evidentiary hearing on the whistleblower complaint.***

- February 10, 2024. Complainant appealed a termination of probationary employment. Complainant asserted Respondent retaliated for disclosing alleged waste of government resources and other issues.
- March 15, 2024. Complainant filed a Charge of Discrimination with the CCRD.
- April 22, 2024. Respondent filed its response to the whistleblower complaint.
- July 17, 2024. The CCRD issued a No Probable Cause Opinion.
- September 5, 2024. ALJ dismissed the case for procedural issues.

**Nickolas Segura v. Department of Corrections, 2024G077 - *This case went to an evidentiary hearing on the whistleblower complaint.***

- March 15, 2024. Complainant appealed a reduction in salary. Complainant asserted Respondent retaliated for disclosing alleged deficient equipment and inadequate training.
- May 6, 2024. Respondent filed its response to the whistleblower complaint.
- August 19-20, 2024. Evidentiary hearing.
- September 27, 2024. ALJ issued an Initial Decision finding that Respondent did not violate the Whistleblower Act.

**Ebony Russell v. Department of Local Affairs, 2024G098 - *This case has not yet gone to an evidentiary hearing on the whistleblower complaint.***

- April 23, 2024. Complainant appealed a project reassignment and an administrative leave. Complainant asserted Respondent retaliated for disclosing alleged issues related to funding for a housing program.
- June 25, 2024. Complainant filed a Charge of Discrimination with the CCRD.
- June 27, 2024. Respondent filed its response to the whistleblower complaint.
- November 5, 2024. The CCRD issued a No Probable Cause Opinion.
- February 28, 2025. Following a review, ALJ issued a Preliminary Recommendation to deny a hearing on the whistleblower complaint.
- March 18, 2025. The State Personnel Board adopted the Preliminary Recommendation and denied a hearing on the whistleblower complaint.
- April 7, 2025. Complainant appealed to the Colorado Court of Appeals.

**Christina Wodiuk v. Department of Human Services, 2024G104 - *This case did not go to an evidentiary hearing on the whistleblower complaint.***

- May 31, 2024. Complainant appealed a termination of probationary employment. Complainant asserted Respondent retaliated for disclosing an alleged introduction of contraband into a high security unit.
- July 18, 2024. Respondent filed its response to the whistleblower complaint.
- August 13, 2024. Complainant moved to retract the complaint.
- August 14, 2024. ALJ dismissed the case.

**Breton Willson v. Department of Corrections, 2024G109 - *This case did not go to an evidentiary hearing on the whistleblower complaint.***

- June 17, 2024. Complainant appealed an initiation of the disciplinary process. Complainant asserted Respondent retaliated for disclosing alleged understaffing of clinicians.
- August 5, 2024. Respondent filed its response to the whistleblower complaint.
- August 20, 2024. ALJ dismissed the case for procedural issues.

**Ryan Reed v. Department of Human Services, 2024G110 - *This case went to an evidentiary hearing on the whistleblower complaint.***

- June 17, 2024. Complainant appealed an initiation of the disciplinary process. Complainant asserted Respondent retaliated for disclosing actions that were allegedly abusive and politically motivated.
- August 5, 2024. Respondent filed its response to the whistleblower complaint.
- August 9, 2024. Order consolidating SPB **2024G110** and SPB **2025B011**.

**William Hastings v. Department of Human Services, 2024S042 - *This case did not go to an evidentiary hearing on the whistleblower complaint.***

- March 11, 2024. Complainant appealed a non-selection. Complainant asserted Respondent retaliated for filing a prior appeal.
- July 17, 2024. Order consolidating SPB **2024G063** and SPB **2024S042**.

CASES FILED IN FY 24-25  
(July 1, 2024-June 30, 2025)

**Ebony Russell v. Department of Local Affairs, 2025B005 - *This case did not go to an evidentiary hearing on the whistleblower complaint.***

- July 17, 2024. Complainant appealed a termination. Complainant's alleged disclosures are not specified or are unclear.
- August 9, 2024. ALJ dismissed the whistleblower complaint for procedural issues.

**Travis Moore v. Department of Public Safety, 2025B008(c) - *This case did not go to an evidentiary hearing on the whistleblower complaint.***

- July 29, 2024. Complainant appealed a resignation. Complainant asserted a constructive discharged in retaliation for disclosing alleged safety concerns.
- August 7, 2024. Order consolidating SPB **2025G001** and SPB **2025B008**.
- September 3, 2024. Respondent filed its response to the whistleblower complaint.
- September 24, 2024. Complainant filed a motion to dismiss.
- September 25, 2024. ALJ dismissed the case.

**Paula Eisenhower v. Colorado State University, 2025B009 - *This case did not go to an evidentiary hearing on the whistleblower complaint.***

- July 28, 2024. Complainant appealed a corrective action. Complainant asserted Respondent retaliated for filing claims of discrimination.
- August 26, 2024. ALJ dismissed the case for procedural issues.

**Ryan Reed v. Department of Human Services, 2025B011(c) - *This case went to an evidentiary hearing on the whistleblower complaint.***

- June 17, 2024. Complainant appealed an initiation of the disciplinary process. Complainant asserted Respondent retaliated for disclosing actions that were allegedly abusive and politically motivated.
- August 9, 2024. Order consolidating SPB **2024G110** and SPB **2025B011**.
- September 23, 2024. Respondent filed its response to the whistleblower complaint.
- January 16-17, 2025. Evidentiary hearing.
- March 3, 2025. ALJ issued an Initial Decision finding that Respondent did not violate the Whistleblower Act.

**Jason Barton v. Department of Revenue, 2025B018(c) - *This case did not go to an evidentiary hearing on the whistleblower complaint.***

- September 6, 2024. Complainant appealed a termination. Complainant asserted Respondent retaliated for engaging in activities under the Partnership Act.
- October 1, 2024. Order consolidating SPB **2025B018** and SPB **2024G071**.
- October 24, 2024. Respondent filed its response to the whistleblower complaint.
- February 10, 2025. The parties reached a settlement agreement and Respondent filed a motion to dismiss.
- February 11, 2025. ALJ dismissed the case.



**Sandeep Shankar v. Department of Corrections, 2025B0027(c) - *This case went to an evidentiary hearing but not on the whistleblower complaint.***

- September 30, 2024, and October 3, 2024. Complainant appealed a termination. Complainant asserted Respondent retaliated for disclosing alleged HIPPA violations.
- October 18, 2024. Order consolidating SPB **2025B027** and SPB **2025G015**.
- October 28, 2024. Respondent filed responses to Complainant's whistleblower complaints.
- February 20, 2025. Evidentiary hearing but not on the whistleblower complaint.
- March 28, 2025. ALJ issued an Initial Decision. Footnote three (3) of the Initial Decision explains that Complainant withdrew the whistleblower complaint.

**Alicia Clemons v. Department of Transportation, 2025B034(c) - *This case did not go to an evidentiary hearing on the whistleblower complaint.***

- December 3, 2024. Complainant appealed a termination. Complainant asserted Respondent retaliated for disclosing alleged violence, discrimination, and retaliation.
- December 10, 2024. Order consolidating SPB **2025B034** and SPB **2025G019**.
- January 21, 2025. Respondent filed its response to the whistleblower complaint.
- May 21, 2025. The parties reached a settlement agreement and Respondent filed a motion to dismiss.
- May 22, 2025. ALJ dismissed the case.

**Johanna Kennedy v. Department of Corrections, 2025B046 - *This case has not yet gone to an evidentiary hearing on the whistleblower complaint.***

- January 24, 2025. Complainant appealed a termination. Complainant asserted Respondent retaliated for disclosing alleged sexual harassment.
- April 25, 2025. Respondent filed its response to the whistleblower complaint.
- June 17, 2025. ALJ rescheduled the evidentiary hearing to July 28-29, 2025, and August 20, 2025.

**Ayman Salloum v. Department of Transportation, 2025B062 - *This case has not yet gone to an evidentiary hearing on the whistleblower complaint.***

- March 29, 2025. Complainant appealed a three-month reduction in pay. Complainant asserted Respondent retaliated for disclosing alleged meeting participation issues and alleged tampering with timesheets.
- April 21, 2025. Complainant filed a Charge of Discrimination with the CCRD.
- May 16, 2025. Respondent filed its response to the whistleblower complaint.

**Amber Garcia v. Department of Public Safety, 2025B078 - *This case has not yet gone to an evidentiary hearing on the whistleblower complaint.***

- May 10, 2025. Complainant appealed a termination. Complainant asserted Respondent retaliated for disclosing alleged sexual discrimination.
- June 10, 2025. Complainant filed a Charge of Discrimination with the CCRD.

**Travis Moore v. Department of Public Safety, 2025G001 - *This case did not go to an evidentiary hearing on the whistleblower complaint.***

- July 9, 2024. Complainant appealed being removed from active fire assignment. Complainant asserted Respondent retaliated for disclosing alleged safety concerns.
- August 7, 2024. Order consolidating SPB **2025G001** and SPB **2025B008**.

**Gary Soules v. Department of Agriculture, 2025G009 - *This case did not go to an evidentiary hearing on the whistleblower complaint.***

- August 15, 2024. Complainant appealed a termination. Complainant asserted Respondent retaliated for disclosing alleged violations of laws protecting Veterans.
- September 4, 2024. Complainant filed a Charge of Discrimination with the CCRD.
- October 4, 2024. Respondent filed its response to the whistleblower complaint.
- January 28, 2025. The CCRD issued a No Probable Cause Opinion.
- May 6, 2025. Following a review, ALJ issued a Preliminary Recommendation to deny a hearing on the whistleblower complaint.
- May 20, 2025. The State Personnel Board adopted the Preliminary Recommendation and denied a hearing on the whistleblower complaint.

**Sandeep Shankar v. Department of Corrections, 2025G015 - *This case went to an evidentiary hearing but not on the whistleblower complaint.***

- September 11, 2024. Complainant appealed an administrative leave. Complainant asserted Respondent retaliated for disclosing alleged HIPPA violations.
- October 18, 2024. Order consolidating SPB **2025B027** and SPB **2025G015**.

**Destini Maestas v. Department of Human Services, 2025G027 - *This case did not go to an evidentiary hearing on the whistleblower complaint.***

- October 24, 2024. Complainant appealed a termination of probationary employment. Complainant asserted Respondent retaliated for disclosing an alleged uncomfortable workplace and an alleged improper disclosure of protected medical information.
- November 7, 2024. ALJ dismissed the case for procedural issues.

**Terri Dickinson v. Community Colleges of Colorado (Front Range Community College), 2025G029 - *This case did not go to an evidentiary hearing on the whistleblower complaint.***

- October 23, 2024. Complainant appealed a non-selection by a third party that was allegedly caused by an unethical reference check. Complainant's alleged disclosures are not specified or are unclear.
- November 4, 2024. ALJ dismissed the case for procedural issues.

**Bryan Garr v. Department of Natural Resources, 2025G045 - *This case did not go to an evidentiary hearing on the whistleblower complaint.***

- January 3, 2025. Complainant appealed a Step Two Grievance Decision. Complainant asserted Respondent retaliated for disclosing alleged mistreatment and threats.

- February 21, 2025. Respondent filed its response to the whistleblower complaint.
- June 4, 2025. Following a review, ALJ issued a Preliminary Recommendation to deny a hearing on the whistleblower complaint.
- June 24, 2025. The State Personnel Board adopted the Preliminary Recommendation and denied a hearing on the whistleblower complaint.

**Huong Nguyen v. Department of Public Health & Environment, 2025G046 - *This case did not go to an evidentiary hearing on the whistleblower complaint.***

- January 4, 2025. Complainant appealed an administrative leave and a notice of a Rule 6-10 meeting. Complainant asserted Respondent retaliated for disclosing alleged data manipulation at the chemistry laboratory.
- January 23, 2025. Complainant filed a motion to withdraw the appeal.
- January 23, 2025. ALJ dismissed the case.

**Alex Florack v. Department of Local Affairs, 2025G047 - *This case did not go to an evidentiary hearing on the whistleblower complaint.***

- January 17, 2025. Complainant appealed a termination of probationary employment. Complainant asserted Respondent retaliated for engaging in activities under the Partnership Agreement.
- January 31, 2025. ALJ dismissed the case for procedural issues.

**Jenna Emery v. Department of Human Services, 2025G054 - *This case did not go to an evidentiary hearing on the whistleblower complaint.***

- February 21, 2025. Complainant appealed issues related to a grievance.
- February 28, 2025. Complainant filed a whistleblower complaint asserting Respondent retaliated for disclosing an alleged conflict of interest between three employees.
- April 21, 2025. Respondent filed its response to the whistleblower complaint.
- May 12, 2025. After briefing by the parties, ALJ dismissed the whistleblower complaint for substantive reasons.

**Gary Pacheco v. Department of Human Services, 2025G060 - *This case has not yet gone to an evidentiary hearing on the whistleblower complaint.***

- March 14, 2025. Complainant appealed a termination of probationary employment. Complainant asserted Respondent retaliated for disclosing alleged policy violations involving confidential information about the facility's internal operations.
- May 2, 2025. Respondent filed its response to the whistleblower complaint.
- April 9, 2025. ALJ set the matter for review under Board Rules 8-25 and 8-26.

**Abby Lutalo v. Colorado School of Mines, 2025G064 - *This case has not yet gone to an evidentiary hearing on the whistleblower complaint.***

- March 27, 2025. Complainant appealed a termination of probationary employment. Complainant asserted Respondent retaliated for disclosing alleged harassment and misappropriation of state resources and equipment.
- May 16, 2025. Respondent filed its response to the whistleblower complaint.

**Amy Trujillo v. Department of Human Services, 2025G067 - *This case has not yet gone to an evidentiary hearing on the whistleblower complaint.***

- April 4, 2025. Complainant appealed a termination of probationary employment. Complainant asserted Respondent retaliated for disclosing alleged harassment by a supervisor.
- April 23, 2025. Complainant filed a Charge of Discrimination with the CCRD.
- May 22, 2025. Respondent filed its response to the whistleblower complaint.

**Marika Bower v. Department of Human Services, 2025G074 - *This case has not yet gone to an evidentiary hearing on the whistleblower complaint.***

- May 5, 2025. Complainant appealed an administrative leave. Complainant asserted Respondent retaliated for certain testimony Complainant gave in District Court.
- June 20, 2025. Respondent filed its response to the whistleblower complaint.

**Jean-Luc Malebranche v. Department of Corrections, 2025G075 - *This case has not yet gone to an evidentiary hearing on the whistleblower complaint.***

- May 5, 2025. Complainant appealed an administrative leave. Complainant asserted Respondent retaliated for disclosing alleged safety concerns.
- June 23, 2025. Respondent filed its response to the whistleblower complaint.

**Jenna Emery v. Department of Human Services, 2025G077 - *This case did not go to an evidentiary hearing on the whistleblower complaint.***

- May 9, 2025. Complainant appealed a performance improvement plan. Complainant asserted Respondent retaliated for filing a prior whistleblower complaint.
- May 20, 2025. ALJ dismissed the case for substantive reasons.

**Yahya Padilla v. Unknown, 2025G085 - *This case did not go to an evidentiary hearing on the whistleblower complaint.***

- May 30, 2025. Complainant appealed a termination. Complainant asserted the termination was retaliatory for questioning policies regarding confiscation of identity cards.
- June 16, 2025. ALJ dismissed the case for procedural issues.

**Marc Collins v. Community Colleges of Colorado (Fort Lewis College), 2025G087 - *This case has not yet gone to an evidentiary hearing on the whistleblower complaint.***

- June 6, 2025. Complainant appealed a termination of probationary employment. Complainant's alleged disclosures are not specified or are unclear.

**David Thomas v. Department of Personnel & Administration, 2025G093 - *This case has not yet gone to an evidentiary hearing on the whistleblower complaint.***

- June 26, 2025. Complainant appealed a Corrective Action. Complainant's asserted Respondent retaliated for raising ethical concerns related to alleged procurement

irregularities, orders to make alleged improper exceptions to benefit plans, and alleged protests relating to the addition of a weight loss medication.

**Lisa Lundy v. Community Colleges of Colorado (Colo. Northwestern Community College), 2025G094 - *This case has not yet gone to an evidentiary hearing on the whistleblower complaint.***

- June 30, 2025. Complainant appealed a hostile work environment, unfair treatment, and age discrimination. Complainant asserted Respondent retaliated for disclosing alleged public safety issues that create a risk to students and employees.

**Joshua Gius v. Department of Human Services, 2025S019 - *This case did not go to an evidentiary hearing on the whistleblower complaint.***

- September 16, 2024. Complainant appealed a non-selection. Complainant asserted Respondent retaliated for disclosing alleged favoritism and flirtatiousness.
- October 30, 2024. ALJ dismissed the case for procedural issues.

**Jamie Coulson v. Adams State University, 2025S027 - *This case did not go to an evidentiary hearing on the whistleblower complaint.***

- September 26, 2024. Complainant appealed a non-selection. Complainant's alleged disclosures are not specified or are unclear.
- October 22, 2024. ALJ dismissed the case for procedural issues.

**Sheldon Carlisle v. Department of Revenue, 2025S034 - *This case did not go to an evidentiary hearing on the whistleblower complaint.***

- October 14, 2024. Complainant appealed a non-selection. Complainant's alleged disclosures are not specified or are unclear.
- October 17, 2024. Complainant withdrew the complaint.
- October 17, 2024. ALJ dismissed the case.

**Maglan Laizer v. Department of Human Services, 2025S046 - *This case did not go to an evidentiary hearing on the whistleblower complaint.***

- January 9, 2025. Complainant appealed a non-selection. Complainant's alleged disclosures are not specified or are unclear.
- January 28, 2025. ALJ dismissed the case for procedural issues.

**Joyce Knutsen v. Department of Public Health & Environment, 2025S057 - *This case did not go to an evidentiary hearing on the whistleblower complaint.***

- March 24, 2025. Complainant appealed a non-selection. Complainant's alleged disclosures are not specified or are unclear.
- April 15, 2025. ALJ dismissed the case for procedural issues.

**Anna Basquez v. Department of Revenue, 2025S067 - *This case has not yet gone to an evidentiary hearing on the whistleblower complaint.***

- May 9, 2025. Complainant appealed a non-selection. Complainant's asserted Respondent retaliated for alleged disclosures relating to TABOR refunds.

**Darla Anderl v. Department of Human Services, 2025S076 - *This case has not yet gone to an evidentiary hearing on the whistleblower complaint.***

- June 30, 2025. Complainant appealed a non-selection. Complainant's asserted Respondent retaliated for alleged disclosures are not specified or are unclear.