

**ORDER OF THE STATE PERSONNEL BOARD**

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PAM CRESS,

Complainant,

vs.

DEPARTMENT OF HUMAN SERVICES, OFFICE OF PERFORMANCE IMPROVEMENT,  
EMPLOYMENT AFFAIRS DIVISION,

Respondent.

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This matter is before the Colorado State Personnel Board ("Board") at its regularly scheduled public session held on July 19, 2005. During this public session, the Board considered the record on appeal, including but not limited to:

1. Initial Decision of the Administrative Law Judge
2. Complainant's Opening Brief
3. Response to Opening Brief
4. Response to Respondent's Brief

Based upon the Board's review and consideration,

IT IS HEREBY ORDERED that the findings of fact and conclusions of law in the Initial Decision of the Administrative Law Judge be ADOPTED; and

IT IS FURTHER ORDERED that the Initial Decision of the Administrative Law Judge is adopted and made an Order of the Board.

Dated this \_\_\_\_\_ day of  
July, 2005.

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John Zakhem  
Board Chair  
State Personnel Board  
633 17th Street, Suite 1320  
Denver, Colorado 80202-3604

## NOTICE OF APPEAL

Each party has the following rights:

1. To abide by this decision of the State Personnel Board; or
2. To appeal this decision to the Colorado Court of Appeals within 45 days pursuant to Section 24-4-106(11), C.R.S. (2004), as provided in Section 24-50-125.4(3), C.R.S. (2004).

In the event the decision is appealed, pursuant to Section 24-4-106(11)(b), C.R.S. (2004), the party filing the appeal with the Court of Appeals must serve the Board with a copy of the Notice of Appeal at: 633 17th Street, Suite 1320, Denver, Colorado 80202-3604. Such will aide in the timely preparation of the record.

## CERTIFICATE OF MAILING

This is to certify that on the \_\_\_\_\_ day of July, 2005, I placed true copies of the foregoing **ORDER OF THE STATE PERSONNEL BOARD**, in the United States mail, postage prepaid, addressed as follows:

Richard C. Kaufman, Esq.  
Friedlob Sanderson LLC  
1775 Sherman Street, Suite 2100  
Denver, Colorado 80203

and in the interagency mail, to:

Joseph Haughain  
Assistant Attorney General  
Employment Section  
1525 Sherman Street, 5<sup>th</sup> Floor  
Denver, Colorado 80203

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