Christopher Gregory

From: Christopher Gregory
Sent: Wednesday, June 3, 2026 10:35 PM
To: Clark, Kyle; marshall@9news.com
Cc: barbara.kirkmeyer.senate@coleg.gov; Scott Bottoms; david@davidforag.com; david@seligmanforag.com
Subject: June 2nd GOP Gubernatorial Debate
Attachments: 181107 CR MM Ltr Masias Termination Ntc.pdf

Dear Mr. Clark and Mr. Zelinger,

I continue to be concerned that you are deliberately minimizing the importance of the Colorado Judicial Scandal and the public fraud involved in it. During last night's debate, your focus was to question Representative Scott Bottoms regarding his assertion of over $30 billion worth of fraud. I am not sure where Rep. Bottoms came up with this number.

The actual fraud involved includes the $2.66-$2.75 million Masias hush money contract, $4+ million of NDAs negotiated/approved by Attorney General Weiser's Office from 2019-2022, and the ongoing expenditure of tens of millions of dollars annually through public relations schemes (such as the addition of 18 judgeships through SB25-024).

I surmise that Rep. Bottoms may be raising his $30 billion number based upon the amount federal funding that is received by the State of Colorado each year. As was raised in the termination notice sent to then-SCAO Chief of Staff Mindy Masias in November 2018, the underlying financial misconduct had placed the State of Colorado's Annual Comprehensive Financial Report and qualification of the federally required single statewide audit in question. To understand this nexus, please see the Masias termination notice, attached. The gravity of the fraud involved, however, should not be discounted.

As I urged you to do before the Republican Debate, this is an issue that needs to be raised with all the candidates, including Attorney General Phil Weiser and U.S. Senator Michael Bennet (which I hope you will do during tomorrow's debate). I continue to invite you to contact me if you have any questions or if I can provide any additional relevant information.

Sincerely,
Christopher Gregory

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Office of the State Court Administrator

Christopher T. Ryan
State Court Administrator

Mindy Masias
Chief of Staff

Terri Morrison
Judicial Legal Counsel

DIRECTORS

Steven Vasconcellos
Court Services

David Kribs, CFO
Financial Services

Eric D. Brown
Human Resources

Chad Cornelius, CIO
Information Technology Services

Glenn Tapia
Probation Services

Date: November 7, 2018

To: Mindy Masias
Chief of Staff

From: Christopher T. Ryan
State Court Administrator

Re: Notice of Disciplinary Decision

I have evaluated the information from the investigation into the circumstances surrounding your use of an invoice from Amazon.com, Inc. with an order date of June 19, 2018 to support a reimbursement request you signed on July 15, 2018 and submitted to the accounting department for reimbursement on that same date, in light of the Colorado Judicial Department Code of Conduct, Chief Justice Directive 04-02, and the Colorado Judicial System Fiscal Rules and Procedures. In light of the information gleaned from the investigation, I have made a decision regarding appropriate discipline, as outlined below.

On August 22, 2018, I provided you with written notice of the investigation into the circumstances surrounding your July 15th reimbursement request. In the August 22nd memo, I encouraged you to submit relevant and helpful information, and requested that you make yourself available to meet and answer questions related to the support for the July 15th reimbursement request. You did so. The specific facts and events that were investigated are as follows:

- On July 15, 2018, you emailed a reimbursement request to Myra Dukes that included an invoice from Amazon.com for "2 Big Joe Lux Milano in Shag, Ivory" bean bag chairs. The Amazon invoice stated June 30, 2018 as the order date, and July 3, 2018 as the shipment and billing date. Ms. Dukes did not process the reimbursement request because it was unsigned. She also noted that because of the shipping date on the invoice, the expenditure should have been billed to FY19 and required a separate reimbursement form.
- A second reimbursement, signed by you on July 15, 2018, was sent to the Accounts Payable team, and included an Amazon invoice that was identical to the invoice sent to Ms. Dukes (including order number, product description and color), but with a new order date of June 19, 2018, billing date of June 19, 2018, and shipping date of June 20, 2018, that would allow payment in FY18.
- On July 26, 2018, I met with you to discuss concerns regarding the June 19th Amazon invoice, and that it appeared to be altered. You responded via email as follows to me and to Ms. Dukes:

Hi there. Chris just asked me about the receipt attached to this request for reimbursement. My apologies for the confusion. I printed one copy from the website and was sent a receipt with the chairs, which didn't match. I am assuming this is because I had to reorder the chairs on June 30 since the original color I chose was no longer available. In the end, and as I think I mentioned to you Myra, this should hit the FY19 budget since I didn't receive the products until after July 1. The correct receipt is attached.

- With your July 26, 2018 email, you included the Amazon invoice you sent to Ms. Dukes on July 15th.
- On August 8, 2018, I again brought to your attention that we had not resolved the issue with discrepancies on the June 19th invoice, and you responded:

  I just looked through my account. When I originally received the chairs, I sent them back because they were white and I wanted gray, they no longer had gray and sent me white again. But the documentation isn't capturing all of that. In fact, I don't even have a copy of the receipt I originally submitted because it came from the original box. My best guess is that the sender changed my order color in order to fulfill the request.

  I request to pay for it myself and withdraw my request for reimbursement. I don't see how there could have been any benefit to change the date on the invoice. The administrators gave me a budget for this and next year knowing there could be some overlap. This was a one time budget for employee appreciation of staff, which is now complete.
- On August 13, 2018, you and I met with David Kribs in another effort to resolve the concerns raised by the June 19th Amazon invoice. You showed us your Amazon account, and we noted that the only transaction listed for the time period was a transaction matching the June 30th invoice. You then stated your Amazon account was "messed up" because you had been billed three times on your Capital One credit card for the same transaction, including on June 19th. You showed us documentation supporting the alleged triple billing, but declined to provide us with a copy.
- On August 17, 2018, a review of your Capital One credit card statement confirmed that you were in fact billed only once in the amount of $161.92 for the Amazon.com purchase at issue, on July 3, 2018, which is consistent with the invoice emailed to Ms. Dukes on July 15th.

During the investigation, you and the investigator made a call to Amazon together regarding the June 19th Amazon invoice. Amazon had no record of the June 19th Amazon invoice. Amazon also had no record of any return related to the June 19th Amazon invoice. The report from the independent third-party investigator, which is attached to this notice, indicated that all of the information and evidence shows the June 19th Amazon invoice was fabricated and is not legitimate. The information obtained during the investigation and summarized in the investigation report directly undermined all of the representations you made to support the validity of the June 19th Amazon invoice, including your assertion that you had returned the chairs listed in the invoice because they were the wrong color. The emails you provided to the investigator confirmed the delivery of the chairs on one date, July 9, 2018. You confirmed for the investigator that your credit charge statement only reflects one charge for the purchase of the chairs, not multiple charges as you first claimed. The investigator, in his report, stated that he was unable to find any evidence to support that the transaction listed in the June 19th Amazon invoice ever occurred.

Having completed the investigation and after review of the investigation report, I have concluded that you were dishonest with me, other Judicial Department employees, and the investigator regarding the June 19th Amazon invoice you submitted in support of your July 15th reimbursement request. I also have determined that your actions related to the July 15th reimbursement request are in violation of the Colorado Judicial Department Code of Conduct, Chief Justice Directive 04-02, and the Colorado Judicial System Fiscal Rules and Procedures.

As the Chief of Staff for the Office of the State Court Administrator, you are expected to behave in a manner that exemplifies compliance with the rules and policies of the Judicial Department, and demonstrate integrity in your conduct. Your failure to act with integrity, your refusal to acknowledge the impact of your actions, and your continued dishonesty throughout the investigation is seriously concerning. Your dishonest conduct with a routine reimbursement request has created a lack of trust that is impossible to overcome. Further, the timing of your dishonesty coincided with an audit of the State of Colorado's financial records and systems, and your conduct had to be disclosed to the independent auditors. Your dishonesty caused third parties to question the integrity of Judicial's financial records and systems. Because of the ongoing audit, failure to address this situation appropriately could have resulted in this information being specifically referenced in the opinion letter of the State of Colorado Comprehensive Annual Financial Report, resulting in mistrust of the Judicial Department among other agencies. To that end, I have made the decision that termination is appropriate given the nature of your conduct, and the concerns your conduct raises.

As the Chief of Staff for the Office of the State Court Administrator, and the Division Director for the Executive Division, you are an at-will employee. Colorado Judicial System Personnel Rules ("C.J.S.P.R."), Rule 35.A.(5). As an at-will employee, you are not subject to the procedures for corrective or disciplinary action, as established in the C.J.S.P.R., Rule 29.A.1. My decision to terminate your employment is not subject to appeal or review through the C.J.S.P.R.

Your termination will be effective on November 15, 2018. You may elect to resign at any point prior to 12:00 p.m. on November 15, 2018, but after that time your separation will be considered a termination. On November 15, 2018, you will receive your final paycheck for wages through November 15, 2018 and accrued paid time off. The State utilizes a COBRA (continuation of health and dental plans) third-party administrator (TPA). The TPA will send you information regarding COBRA and you will also receive information regarding state life insurance portability.

If you have any questions or concerns, please do not hesitate to contact me.