

MINUTES OF MEETING  
OF THE INDUSTRIAL COMMISSION OF ARIZONA

Telephonic Meeting

Held at 800 West Washington Street

Phoenix, Arizona 85007

Thursday, November 5, 2020 – 1:00 p.m.

Present:	Dale L. Schultz	Chairman (Telephonic)
	Joseph M. Hennelly, Jr.	Vice Chair (Telephonic)
	Scott P. LeMarr	Commissioner (Telephonic)
	Steven J. Krenzel	Commissioner (Telephonic)
	James Ashley	Director (Telephonic)
	Gaetano Testini	Chief Legal Counsel (Telephonic)
	Jason M. Porter	Deputy Director (Telephonic)
	Trevor Laky	Legislative Affairs Chief/Public Information Officer (Telephonic)
	Sylvia Simpson	Chief Financial Officer (Telephonic)
	Renee Pastor	Self Insurance (Telephonic)
	Jessie Atencio	ADOSH Director (Telephonic)
	Anna Maria Stonerock	ADOSH (Telephonic)
	Rebecca Schaar	Legal Collections (Telephonic)
	Kara Dimas	Commission Secretary (Telephonic)

Chairman Schultz convened the meeting at 1:00 p.m. Also in attendance on the telephone, confirmed by roll call were Ed Bantel and Tiffani Burleson (Arizona Municipal Risk Retention Pool); Dana Weaver, Fred Figueroa, Dennis Morris, Sean Meiner, Angelica Acevedo and Leslie Lewis (CoreCivic of Tennessee, LLC dba CoreCivic- Eloy Detention Center); Mike Soto and Jane Binzak (Villa Hermosa); Marcus Jeremy McElhinney (Bang Bang Designs, LLC); Nate Alekson (Truth By Hand); and Christine Glover (Snell & Wilmer).

Approval of Minutes of October 22, 2020 Regular Meeting Minutes.

Commissioner Krenzel moved to approve the Minutes of the October 22, 2020 regular session meeting and Vice Chair Hennelly seconded the motion. Chairman Schultz, Vice Chair Hennelly, Commissioner LeMarr and Commissioner Krenzel voted in favor of the motion. The motion passed.

Consent Agenda:

All items following under this agenda item are consent matters and will be considered by a single motion with no discussion unless a Commissioner asks to remove an item on the consent agenda to be discussed and voted on separately. The Commission may move into Executive Session under A.R.S. § 38-431.03(A)(2) to discuss records exempt by law from public inspection. Legal action involving a final vote or decision shall not be taken in Executive Session. If such action is required, then it will be taken in General Session.

a. Approval of Proposed Civil Penalties Against Uninsured Employers.

1. 2CC19/20-0023 Spacesbuilt Inc \$1,000
2. 2CLP19/20-0163 AK Landscaping LLC \$1,000
3. 2CNP19/20-0550 Independent BMW Service LLC \$1,000

4. 2CLP20/20-007 Landscape 20/20 LLC \$1,000

b. Approval of Requests for Renewal of Self-Insurance Authority.

1. FedEx Ground Package System, Inc.
2. Marriott International, Inc.

Chairman Schultz complimented FedEx Ground Package System and Marriott International on their excellent experience modification factors.

Commissioner LeMarr moved to approve the items on the Consent Agenda and Commissioner Krenzel seconded the motion. Chairman Schultz, Vice Chair Hennelly, Commissioner LeMarr and Commissioner Krenzel voted in favor of the motion. The motion passed.

Update Regarding Arizona Municipal Risk Retention Pool's Experience Modification and Discussion of Security Requirements.

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In July the Commissioners requested an additional review of the Arizona Municipal Risk Retention Pool's ("Pool") finances. Ms. Pastor compared the prior and current reports highlighting the year to year consistency that they are handling and managing their claims well. There was a reduction in the finances because the Pool gave back dividends to its members in 2018 and 2019 which is taken from the property and casualty side and there is an actuarial report done prior to disbursement. The Pool has several levels of reinsurance and stop loss policies. The Pool is solvent and very stable and staff recommends retaining the current security deposit.

Vice Chair Hennelly thanked Ms. Pastor for the very helpful information.

Chairman Schultz was impressed that the Pool calculated their losses at a 95% confidence level.

Chairman Schultz asked if there was any other questions, hearing none. Chairman Schultz noted no action is required, since it was a review of the security requirements and further discussion.

Discussion and Action regarding the Setting of Assessments under A.R.S. §§ 23-961(G), 23-1065(A), and 23-1065(F) for Calendar Year 2021.

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Ms. Simpson discussed the Commission's authority to levy assessments pursuant to A.R.S. §§ 23-961(G), 23-1065(A), and 23-1065(F) and maximum and current assessment rates. The collected amount for §§ 23-961(G) for 2020 was a little lower than the last several years. Given current events, it makes sense that the amount has dropped a little.

Ms. Simpson reviewed the staff memorandum and options for 2021 noting § 23-961(G) and a projected decrease in premiums from calendar year 2020 consistent with the same decrease for calendar year 2019. The NCCI rate is -6.3 for calendar year 2021 and while that rate impacts the insurance carriers directly, it does not have a direct correlation to the premiums. Ms. Simpson stated that with current economic challenges and the pandemic a rate increase may need to be considered in future years, but staff recommends that the § 23-961(G) assessment rate remain the same for 1.75% in CY 2021.

Chairman Schultz explained the reason that there is no correlation between the NCCI rate reductions and the assessments is due to the substantial percentage of premiums that insurance carriers

received from employers that are based on formulas that depart from the actual rate. There are deviated rates, discounted rates, retrospectively rated programs, fixed rates, multi-year programs, and a significant number of options that are different than and less than the stated NCCI rate. He is comfortable stating it is highly unlikely to see a 6% decrease and appreciates Ms. Simpson showing a range of expectations and including those that are not likely, and can be considered in their deliberation.

Ms. Simpson reviewed the options for 2021 for §§ 23-1065(A) and 1065(F), noting the fund is actuarially sound with a healthy unrestricted balance. The fund has a well-managed portfolio and the actuarial projection for the past year was very stable. There was also actuarial projections for fiscal year 2022. Based on the analysis, Ms. Simpson recommends that the Commission continue the §§ 23-1065(A) and 1065(F) special fund assessments at 0% for CY 2021, with the assumption that Special Fund liability will stay constant, the market will be stable, and there will be no legislative fund sweeps.

Chairman Schultz commented that everyone has been worried about the impact of COVID would have on the business community, to date the impact has not been significant here in Arizona, not to the extent it could possibly have been. We are still in a tremendous growth economy here. An important point is that losses have been going down, numbers of claims and the costs of those claims has been going down, and we have been working hard, ADOSH has been working hard collaboratively with employers to reduce their number of losses, and increased the size of the collaborative programs for employers to improve safety. We are seeing a number of claims go down and dollars spent as well as the efforts of the Commission to curtail the cost of workers' compensation expenses by controlling expenses of medical care. We have a very stable workers' compensation system and program and stable costs to that program in the state and also pleased to say that Mr. Ashley and the team at the Industrial Commission do a wonderful job of stretching every dollar given and make it count, improving productivity and results without having to spend additional funds. We have a team that lives within their budget, an economy that will continue to be strong, great loss control efforts and he has a strong belief that things are stable and will continue to be stable and agrees with Ms. Simpson's recommendations for both the administrative fund assessment and the special fund assessment.

Commissioner Krenzel moved to approve staff's recommendation of 1.75% as the CY 2021 assessment rate under § 23-961(G); 0% as the CY 2021 assessment rate under § 23-1065(A); and 0% as the CY 2021 assessment rate under § 23-1065(F). Vice Chair Hennelly seconded the motion. Chairman Schultz, Vice Chair Hennelly, Commissioner LeMarr and Commissioner Krenzel voted in favor of the motion. The motion passed.

Chairman Schultz thanked Ms. Simpson and her team for putting together a critical analysis to enable the Commissioners make a good decision.

#### Discussion and Action of Arizona Division of Occupational Safety and Health Proposed Citations and Penalties.

Chairman Schultz discussed the purpose of and process for the Commission's consideration of ADOSH citations and proposed penalties.

CoreCivic of Tennessee, LLC dba CoreCivic  
– Eloy Detention Center  
1705 E Hanna Rd  
Eloy, AZ 85131

Fatality/Accident  
Years in Business: 26  
Empl. Covered by Inspection: 276

Site Location: 1705 E Hanna Rd  
Eloy, AZ 85131

Inspection No: T3633 -1479708  
Inspection Date: 06/17/2020

Mr. Atencio summarized ADOSH's investigation and reviewed the file. ADOSH is not recommending a citation for CoreCivic of Tennessee, LLC dba CoreCivic – Eloy Detention Center.

Vice Chair Hennelly and Mr. Atencio discussed COVID testing programs or referral services available for the employees.

Chairman Schultz and Mr. Atencio discussed—if there were more specifics available about the exposure.

Chairman Schultz checked if anyone on the phone would like to comment.

Mr. Figueroa, Warden of Eloy Detention Center, responded regarding testing, noting that staff are provided addresses for the local areas that conduct the tests, every staff member that walks into the facility is asked several questions, temperatures are taken every day since the start of the pandemic until today. Regarding the 67 employees who missed work there were approximately 42 cases.

Chairman Schultz asked if there were any other questions or concern about the conclusion and recommendation from ADOSH. Hearing none, the Commission took no action.

Hermosa Subtenant LLC dba Villa Hermosa  
500 Stevens Ave Suite 100  
Solana Beach, CA 92075

Fatality/Accident  
Years in Business: 6  
Empl. Covered by Inspection: 110

Site Location: 6300 E Speedway Blvd  
Tucson, AZ 85710

Inspection No: R3180 -1477919  
Inspection Date: 06/05/2020

SERIOUS – Citation 1 - Item 1 –

- a) 6300 E Speedway Blvd, Tucson, AZ: A written respiratory protection program was not developed when employees were required to wear N95 respirators for protection against COVID-19. 29 CFR 1910.134(c)(1)

Div. Proposal - \$1,625.00	Formula Amt. - \$1,625.00
TOTAL PENALTY - \$1,625.00	TOTAL FORMULA AMT. - \$1,625.00

Mr. Atencio discussed ADOSH's investigation, summarized the citation and proposed penalties.

Commissioner LeMarr asked Mr. Atencio for clarification. Under the Executive Order issued by the Governor regarding relaxing the requirement for in-person fit testing for respirators during this appeared to apply. He questioned the contradiction of no respiratory protection plan and the required use. Obviously if they are required to wear a mask then there has to be a plan in place of some kind or another. Under the circumstances and what everyone is dealing with today and the fact that all of us wear a mask without being fit tested.

Mr. Atencio noted the citation is for not having a written respirator program. There are employees having to use N95 respirators and he noted there were also some non-serious citations and one is for the medical evaluation.

Mr. Porter outlined that the Executive Order which was issued early this year includes the following paragraph:

“The Industrial Commission of Arizona may defer requirements to renew the Arizona Division of Occupational, Safety and Health required in person physical exams that have an expiration date between April 1, 2020 and September 1, 2020. However, if the requirements can be completed through tele-health the employer or ADOSH shall not defer such requirements.”

Mr. Atencio pointed out the Executive Order would not pertain to a written policy to the extent that is required under the OSHA standards. This limited exemptions would just apply to employees who require in person physical examination, such as in person medical fit testing during that limited time period of April 1 to September 1 of 2020.

Mr. Atencio added, that ADOSH recognized that this inspection was done on June 5, and the Executive Order was still in effect.

Mr. Porter noted the Executive Order is still in place but this paragraph only applies to in person physical exams between April 1 and September 1.

Mr. Atencio stated they did not get any good information to show that the employer was going to send people to have the medical evaluation and quantitative tests necessary to be able to wear an N95, ADOSH issued a non-serious citation that would not have any penalties.

Ms. Binzak stated they have been working extremely hard to keep employees and residents safe during this time of COVID. She asked to keep in mind the time frame when this happened. During this time frame there was not a requirement for an employee to wear an N95, and there was no reason for them to be wearing an N95. The investigator saw at the time people who voluntarily were wearing an N95. The requirement of an employer when someone is voluntarily wearing an N95 is to make a good faith effort. All of their employees do have physical exams before they begin and the employer took efforts to ensure that they had it on correctly. She thought that was a significant factor, early on in COVID if someone would have symptoms in an assisted living type of community, that resident would normally be moved out of the community. They are not a health care facility. In that regard, what was happening at the time was only voluntary N95 wearing. She also stated that they are taking additional efforts to ensure that they are providing a safe environment to their team and have been trying to obtain the fit test required by the manufactures of the N95 to do that and they are consistently on back order and they are doing the best they can, making sure that they do know how the shields work. The medical exam that was referenced in the non-serious citation, they do currently have a process set up to conduct those in advance so that they can be prepared in that regard.

Commissioner LeMarr noted if he listened carefully, he thought he heard that the establishment did not have a written respiratory protection program because at that time they did not have the requirement for that. He was concerned when the citation talked about required respirators and confirmed with Ms. Binzak.

Ms. Binzak noted at that time they were not requiring employees to wear them. She also noted that attached to the proposal there is a picture of a brown bag that says PPE and put there like it is a problem, but according to the CDC it does say that if somebody was using an N95 during that time period that the N95 should follow the reuse recommendation which says “Keep them in a clear breathable container such as a paper bag between uses.” So the picture to her is showing exactly what the CDC had asked them to do. They are trying to do the best they can to keep everybody safe. That is why it was plastic bag, they did not want anybody to put any type of facemask if you had to reuse them or the N95 in plastic type of container because bacteria would grow. There were directions specifically provided that they should be in these paper bags.

Chairman Schultz noted Ms. Binzak was correct, at the hospital many of their employees keep their masks in a paper bag and the only difference is they make sure they specifically label them with their names and try to track the dates for how long they have been using the same mask.

Commissioner Krenzel moved to approve the citation and proposed penalties as presented and Vice Chair Hennelly seconded the motion. Chairman Schultz, Vice Chair Hennelly and Commissioner Krenzel voted in favor of the motion. Commissioner LeMarr voted in opposition. The motion passed with a vote of 3 in favor and 1 opposed.

Bang Bang Designs LLC  
4040 N 22<sup>nd</sup> St  
Phoenix, AZ 85016

Complaint  
Years in Business: 10  
Empl. Covered by Inspection: 7

Site Location: 4040 N 22<sup>nd</sup> St  
Phoenix, AZ 85016  
Inspection No: V0936 -1487982  
Inspection Date: 08/13/2020

SERIOUS – Citation 1 - Item 1a –

- a) 4040 N 22<sup>nd</sup> St, Phoenix, AZ 85016: A spray booth used to apply finishing to wood products was constructed primarily of plywood sidewalls and doors. 29 CFR 1910.107(b)(1)  
Div. Proposal - \$600.00                      Formula Amt. - \$600.00

SERIOUS – Citation 1 - Item 1b –

- a) 4040 N 22<sup>nd</sup> St, Phoenix, AZ 85016: A spray booth that was used to apply finishes to wood products was not smooth and continuous without edges to prevent pocketing of residues. 29 CFR 1910.107(b)(2)  
Div. Proposal - \$0.00                      Formula Amt. - \$600.00

SERIOUS – Citation 1 - Item 1c –

- a) 4040 N 22<sup>nd</sup> St, Phoenix, AZ 85016: One employee was required to work in a spray booth without ensuring the frontal area of the booth maintained a 100 linear feet air speed. 29 CFR 1910.107(b)(5)(i)  
Div. Proposal - \$0.00                      Formula Amt. - \$600.00

SERIOUS – Citation 1 - Item 1d –

- a) 4040 N 22<sup>nd</sup> St, Phoenix, AZ 85016: One employee was required to work in a spray booth without ensuring that proper automatic sprinklers were installed. 29 CFR 1910.107(b)(5)(iv)  
Div. Proposal - \$0.00 Formula Amt. - \$600.00

SERIOUS – Citation 1 - Item 1e –

- a) 4040 N 22<sup>nd</sup> St, Phoenix, AZ 85016: Electrical wiring equipment such as switches, receptacles, box fan, portable lamp, ceiling lights, and exposed wires were not of an intrinsically safe design and safe for the hazardous location. 29 CFR 1910.107(c)(4)  
Div. Proposal - \$0.00 Formula Amt. - \$600.00

SERIOUS – Citation 1 - Item 1f –

- a) 4040 N 22<sup>nd</sup> St, Phoenix, AZ 85016: One employee was required to work in a spray booth without an adequate drying area with ventilation to reduce the formation of explosive vapors. 29 CFR 1910.107(d)(12)  
Div. Proposal - \$0.00 Formula Amt. - \$600.00

SERIOUS – Citation 1 - Item 1g –

- a) 4040 N 22<sup>nd</sup> St, Phoenix, AZ 85016: One employee was required to work in a spray booth with flammable liquids such as acetones, lacquer thinner and xylene exceeding the allowable quantity for one day's operation. 29 CFR 1910.107(e)(2)  
Div. Proposal - \$0.00 Formula Amt. - \$600.00

SERIOUS – Citation 1 – Item 2a –

- a) 4040 N 22<sup>nd</sup> St, Phoenix, AZ 85016: One employee was required to use a 3M full-face respirator without developing and implementing a written respiratory protection program. 29 CFR 1910.134(c)(1)  
Div. Proposal - \$600.00 Formula Amt. - \$600.00

SERIOUS – Citation 1 - Item 2b –

- a) 4040 N 22<sup>nd</sup> St, Phoenix, AZ 85016: One employee was provided a Gearson half-face elastomeric respirator for voluntary use without being provided a medical evaluation prior to initial use. 29 CFR 1910.134(c)(2)(i)  
Div. Proposal - \$0.00 Formula Amt. - \$600.00

SERIOUS – Citation 1 - Item 2c –

- a) 4040 N 22<sup>nd</sup> St, Phoenix, AZ 85016: One employee was using a Gearson half-face, elastomeric respirator for voluntary use without developing and implementing specific elements of a Respiratory Protection Program. 29 CFR 1910.134(c)(2)(ii)  
Div. Proposal - \$0.00 Formula Amt. - \$600.00

SERIOUS – Citation 1 - Item 2d –

- a) 4040 N 22<sup>nd</sup> St, Phoenix, AZ 85016: One employee was required to use a 3M full-face, elastomeric respirator without being provided a medical evaluation prior to initial use. 29 CFR

1910.134(e)(1)  
Div. Proposal - \$0.00

Formula Amt. - \$600.00

SERIOUS – Citation 1 - Item 2e –

- a) 4040 N 22<sup>nd</sup> St, Phoenix, AZ 85016: One employee was required to use a 3M full-face, elastomeric respirator without being provided an initial fit test. 29 CFR 1910.134(f)(2)  
Div. Proposal - \$0.00 Formula Amt. - \$600.00

SERIOUS – Citation 1 - Item 2f –

- a) 4040 N 22<sup>nd</sup> St, Phoenix, AZ 85016: One employee was required to use a tight-fitting, elastomeric respirator without receiving training. 29 CFR 1910.134(k)(1)  
Div. Proposal - \$0.00 Formula Amt. - \$600.00

SERIOUS – Citation 1 - Item 3a –

- a) 4040 N 22<sup>nd</sup> St, Phoenix, AZ 85016: One employee was using a circular table saw, brand, model #JTAS-10XL-1 and serial #5100806, without a guard. 29 CFR 1910.213(c)(1)  
Div. Proposal - \$800.00 Formula Amt. - \$800.00

SERIOUS – Citation 1 - Item 3b –

- a) 4040 N 22<sup>nd</sup> St, Phoenix, AZ 85016: One employee was using a circular table saw, brand, model #JTAS-10XL-1 and serial #5100806, without a spreader to prevent kickback. 29 CFR 1910.213(c)(2)  
Div. Proposal - \$0.00 Formula Amt. - \$800.00

SERIOUS – Citation 1 - Item 3c –

- a) 4040 N 22<sup>nd</sup> St, Phoenix, AZ 85016: One employee was using a circular table saw, brand, model #JTAS-10XL-1 and serial #5100806, without kickback fingers. 29 CFR 1910.213(c)(3)  
Div. Proposal - \$0.00 Formula Amt. - \$800.00

SERIOUS – Citation 1 - Item 4a –

- a) 4040 N 22<sup>nd</sup> St, Phoenix, AZ 85016: One employee was exposed to hazardous chemicals such as acetone, lacquer thinner and xylene, without developing and implementing a written Hazard Communication Program.  
b) 4040 N 22<sup>nd</sup> St, Phoenix, AZ 85016: One employee was exposed to a hazardous chemical such as CO<sub>2</sub>/Argon blend shielding gas, without developing and implementing a written Hazard Communication Program. 29 CFR 1910.1200(e)(1)  
Div. Proposal - \$800.00 Formula Amt. - \$800.00

SERIOUS – Citation 1 - Item 4b –

- a) 4040 N 22<sup>nd</sup> St, Phoenix, AZ 85016: One employee was required to use hazardous chemicals such as acetone, lacquer thinner and xylene, without being provided Safety Data Sheets (SDS).





## Announcements, Scheduling of Future Meetings and Retirement Resolutions.

Mr. Ashley provided details on the VPP Audit that was held the week of October 19<sup>th</sup>. He noted that VPP is the Voluntary Protection Program, which is a federal OSHA certification for employers who go above and beyond the OSHA Standards. It is the gold standard in safety in the workplace. There are over 50 VPP members in Arizona, and with the agency's effort to promote the VPP Program, the agency has pursued status for the Industrial Commission Phoenix building to be a VPP site. We had received conditional VPP status last year, which is a significant undertaking that can take a couple of years. As a result of the audit, we were identified with some best practices at the ICA Phoenix building and some areas for continual improvement, which is important to look for ways to be better.

Some of the best practices identified were contractor safety, ICA oversight for contractors and vendors when they were on the property and in the building. There were a lot of high standards pre COVID and the expectations of what was needed for the safety of the contractors and vendors working on our property. This continues and evolved with the COVID requirements.

Also identified was the Arizona Management System, the Governor's initiative for all state agencies to exceed in metrics and goals and serving the citizens of the state and the public that depend on that agency. Also identified as a best practice were the lean management huddle boards, which are now also virtual as well as physical, to be able to conduct those remotely. 5S aspects were also complemented, which are the principles of "sort, set, shine, standardize and sustain," which is very pronounced in the maintenance shop in terms of the work done, it is impressive to see everything specifically labeled and outlined.

The threat assessment team was identified as another best practice and offered a lot of admiration for how that is being conducted with the process in place. Also recognized was the substantial COVID plan measures taken at the agency for staff and customers and anyone who visits the ICA buildings.

In the spirit of continual improvement and wanting to strive to be better, they identified a couple of items that need to be improved. Items that were improved from last year were the loading dock and the barrier/potential fall hazard, additional training for janitorial staff on site, and adding anchor points for fall protection to the roof.

Some of the recommendations for this year include for the Safety Committee to update the charter reviewing it with members and including the members in more of the high level discussions and details, and to set annual or quarterly goals for the Safety Committee. There is a new Safety Google site and there will be an icon added to all ICA desktop computers to access the site. They also encouraged the ICA to make a slideshow for hazard recognitions which is in the works, and encourage the tracking of safety performance and observations with contractors and vendors. For accident investigation the auditors want to refine the incident investigation form for injuries, property loss or near miss reporting. Standard work will also help with consistency when it comes to the investigations.

There were some responsibilities coming out of the October audit, which included a letter to the ADOSH Director which was successfully transmitted and it is a guarantee and promise that we will correct the action items listed and provide evidence of closure with 90 days. The agency is actually in the process of accomplishing all of those. Tucson is well on their way to achieving VPP status since over the last couple of years, much that was done in Phoenix, Tucson has been on a parallel path from 5S and mitigation efforts, so significant progress has been made.

Mr. Ashley introduced Ms. Schaar, the Chair of the Safety Committee, who has done a great job on the new ICA Safety and Health website.

Ms. Schaar noted the Safety Committee just completed Active Shooter and De-Escalation Training with about 70 employees in each class. The class keeps getting bigger each year. There was a virtual Safety Fair for Tucson for their VPP which mimicked the Phoenix Safety Fair, everyone in Tucson participated and got a lot of useful information from that.

Ms. Schaar noted the excitement for the new ICA Safety and Health website. It is basically a one-stop-shop for all of the safety related needs. It is now available to access the monthly safety topics, minutes, meeting the safety members and the safety committee huddle board which will have the goals that need to be tracked for VPP, the A3 and Tucson VPP process, the deficiencies from the last audit and will also provide a log in to join the safety committee meetings to encourage employees to attend. The site contains all of the safety data sheets to make it easier for updating, electronic forms, and a section for new hires which includes the safety fair, and the safety cross for the agency and online reporting for threats and accidents which is much more user friendly on Google.

Chairman Schultz noted he could not wait to play with the site. It is incredibly exciting. He appreciated doing the virtual safety fairs.

Chairman Schultz noted to Mr. Ashley that he was proud of both the VPP status and the list of best practices. He noted it meets the intent and spirit of VPP, it is not about doing the standards it is about making it a part of how people work every day.

Mr. Ashley congratulated the team and everyone at the agency for the work devoted on this and everything. With AMS we all embrace the spirit of continual improvement, with a focus on what can we improve next, and that is what it is like to be a VPP site and something for which staff can really be proud.

Ms. Dimas confirmed Commission meeting dates through December 2020 and noted the tentative dates for 2021 schedule would be in the next packet. There are also Resolutions from July for the Commissioners to stop by and sign.

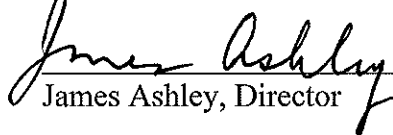
Public Comment.

There was no public comment.

Commissioner Krenzel moved to adjourn and Vice Chair Hennelly seconded the motion. Chairman Schultz, Vice Chair Hennelly, Commissioner LeMarr and Commissioner Krenzel voted in favor of the motion and the meeting was adjourned at 3:01 p.m.

THE INDUSTRIAL COMMISSION OF ARIZONA

By

  
James Ashley, Director

ATTEST:

  
Kara Dimas, Commission Secretary