

MINUTES OF MEETING
OF THE INDUSTRIAL COMMISSION OF ARIZONA
Held at 800 West Washington Street
Phoenix, Arizona 85007
Thursday, October 30, 2025 – 1:00 p.m.

Present:	Dennis P. Kavanaugh	Chairman
	D. Alan Everett	Commissioner
	Maria Cecilia Valdez	Commissioner (Telephonic)
	Orion J. Godfrey	Commissioner (Telephonic)
	Gaetano J. Testini	Director
	Afshan Peimani	Chief Legal Counsel
	Lisa Padgett	Deputy Director
	Brandt Smith	Deputy Director
	Charles Carpenter	Legislative Affairs Chief/Public Information Officer
	Charles Conner	COOP Program Manager
	Brian Hudson	ADOSH Director
	Debbie Rol	ADOSH Admin
	Bethany Votta	ADOSH Admin
	Patrick Jordan	ADOSH
	Andy Campbell	Chief Administrative Law Judge
	Paula Eaton	Vice Chief ALJ
	Robert Trop	Vice Chief ALJ
	Stephanie Charter	ALJ
	Ruby Tate	Claims Manager
	MacKenzie Scharf	Claims
	Sydney Standifird	Claims
	Janice Artis	Special Fund Manager
	Bonnie Holly	Special Fund Assistant Manager
	Valerie Ruiz	MRO Manager
	Keto Coker	MRO Assistant
	Scott Cooley	Legal
	Sophia Cox	Legal
	Yvonne Borunda	Legal
	Kara Dimas	Commission Secretary

Chairman Kavanaugh convened the meeting at 1:03 p.m. In attendance, confirmed by roll call were Tiffanie Sorrentino and Indira Tairova (Snell and Wilmer); Mayra Lugo (Arizona Restaurant Supply); Lilly Roseburrough and Pippa Fung.

Due to technical difficulties with the conference phone not working, Chairman Kavanaugh changed the order of the Agenda.

Presentation and discussion regarding the operations of the Industrial Commission of Arizona's Claims Division.

Chairman Kavanaugh stated that the agency will doing a series of presentation by every division on activities they are working on.

Ruby Tate presented the Claims Division.

Chairman Kavanaugh and Ms. Tate discussed if she saw any trends. Ms. Tate noted there are encouraging trends in the accept/deny rate and will be starting to do more analytics do get more on injury trends and other common trends. Ms. Tate also noted the forms frenzy to improve the use and modernization of the claims' forms.

Chairman Kavanaugh thanked Ms. Tate and her staff for the presentation.

Technical difficulties were resolved and Commissioner Valdez and Commissioner Godfrey were on the telephone.

Approval of Minutes of October 16, 2025 Regular Meeting Minutes.

Commissioner Everett moved to approve the Minutes of the October 16, 2025 regular session meeting and Chairman Kavanaugh seconded the motion. Chairman Kavanaugh, Commissioner Everett, Commissioner Valdez and Commissioner Godfrey 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 Arizona Division of Occupational Safety and Health Proposed Citations and Penalties Less Than \$15,000.

1. RF-2025-TN246-0022 Achen-Gardner Construction, L.L.C.
2. CP-2025-JW184-0167 McKenna Construction Inc.

Commissioner Everett moved to approve the items on the Consent Agenda and Commissioner Godfrey seconded the motion. Chairman Kavanaugh, Commissioner Everett, Commissioner Valdez and Commissioner Godfrey voted in favor of the motion. The motion passed.

Discussion and Action of Resolution Appointing Administrative Law Judge.

Stephanie Charter

Commissioner Everett moved to appoint Stephanie Charter as Administrative Law Judge and Commissioner Godfrey seconded the motion. Chairman Kavanaugh, Commissioner Everett, Commissioner Valdez and Commissioner Godfrey voted in favor of the motion. The motion passed.

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

Ms. Dimas confirmed Commission meeting dates through December 2025.

Chairman Kavanaugh noted there was an important retirement after 30 years and read the Retirement Resolution and presented it to Scott Cooley, Attorney in the Legal Division.

Mr. Testini read the certificate from the Secretary of State Adrian Fontes and presented a state flag to Scott Cooley.

Mr. Carpenter invited everyone to the 100th Anniversary Celebration on November 3, 2025 at the Commission beginning at 10:00 am, it will also be streamed live.

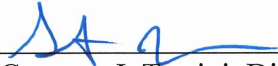
Public Comment.

There was no public comment.

The meeting was adjourned at 1:50 p.m.

THE INDUSTRIAL COMMISSION OF ARIZONA

By



Gaetano J. Testini, Director

ATTEST:



Kara Dimas, Commission Secretary