

MINUTES OF MEETING  
OF THE INDUSTRIAL COMMISSION OF ARIZONA  
Held at 800 West Washington Street  
Phoenix, Arizona 85007  
Thursday, December 18, 2025 – 1:00 p.m.

Present:	Dennis P. Kavanaugh	Chairman
	Joseph M. Hennelly, Jr.	Vice Chair
	Maria Cecilia Valdez	Commissioner
	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
	Renee Pastor	Self-Insurance
	Brian Hudson	ADOSH Director
	Bethany Votta	ADOSH Admin
	Kara Dimas	Commission Secretary
	Arnel Buquis	ADOSH
	Jeff Hutton	ADOSH
	James Reitmeier	ADOSH
	John Randolph	ADOSH
	Cecilia Herrera	ADOSH
	Victoria Medina	ADOSH
	Andrew Dimas	ADOSH
	Renee Rincon	ADOSH
	Debbie Rol	ADOSH
	Christina Coria	ALJ Division
	Ana Acosta	ALJ Division
	Kirsten Lavelle	ALJ Division
	Barbara Milburn	ALJ Division
	Andy Campbell	ALJ Division
	Joel Loranger	ADOSH
	Lizandro Alonzo	Mailroom
	Brent Myers	Legal Division
	Scott Stutsman	Facilities
	Sylvia Simpson	Accounting
	Penny Young	Accounting
	Jasmina Topcic	Accounting
	David Baugh	Labor
	Steven Ramirez Jr	Labor
	Kizzy McClough	Labor
	Melissa Spurgeon	Labor
	Leticia Blanco	Labor
	Bonnie Canez	Labor
	Vincent Argana	Labor
	Stella King	Labor

Brian Garner	Labor
Valerie Ruiz	MRO
Harriett Turney	Ombudsman
Kamen Kovatchev	Accounting
Alma Tellez	Claims
McKendzie Scharf	Claims
Bianca Hernandez	Claims
Sydney Standaford	Claims
Ruby Tate	Claims
Robert Irani	Legal Division
Patrick Jordan	ADOSH
Sophia Cox	Legal Division
Craig Schimelpfenig	Ombudsman
Tim Nugent	Legal Division
Chester Szoltysik	MIS
Karen Kendell	Special Fund
Janine Locke	Procurement (Telephonic)

Chairman Kavanaugh convened the meeting at 1:07 p.m. In attendance, confirmed by roll call were Dorothy Schulte (Perfecta Reporting); Tiffanie Sorrentino (Snell and Wilmer); Anne Ryman (ABC15); Monica Sandschafer (Mi Familia en Accion); John Bower (AFSCME); Alondra Morales Sanchez, Tianna Morimoto, Olivia Craven and Nile Bunger Nickelson (AZ AANHPI Advocates); Jazmin Moreno-Dominguez (Agave Community Threads); Zach Teegarden (CS Construction, Inc.); Melanie Beikman (Arizona Interfaith Power & Light); Trina David; Katherine Davis-Young (KJZZ News); Claudia Kline (Az Heat standards coalition); Katelyn Parady (National Council for Occupational Safety and Health / Arizona Heat Standards Coalition); Martha Reyes (AZ JwJ); Valerie Marin (Rumbo). Also in attendance on the telephone, confirmed by roll call Gail Flanery and Arvin del Rosario (AMI Risk); Andrew Yeager and Charlie Franquet (S&R Enterprises, LLC); Bill Meyers, Korey Herndon and Lauren Moser (Toll Brothers); Reagan Priest (Arizona Capitol Times); and Cynthia Diaz (Arizona Jobs with Justice).

Public Hearing for Discussion and/or Action pursuant to A.A.C. R20-5-1534 To Set Premium Calculation Rates and a Schedule of Deviation Rates for Calendar Year 2026.

Chairman Kavanaugh welcomed interested parties to the public hearing which gives stakeholders another opportunity to comment on staff proposals regarding the 2026 Self-Insurers Rate Development, which has been posted on the Commission's website. Ms. Pastor, the Self-Insurance Administrator provided a brief overview of the Staff Proposal. She reviewed the six scenarios in the staff proposal.

Chairman Kavanaugh noted there was no request to speak and that the record is now closed and concluded the 2026 Self-Insurer Rate Development Hearing.

Vice Chair Hennelly moved to accept the recommendation of staff to adopt Scenario Six. Commissioner Valdez seconded the motion. Chairman Kavanaugh, Vice Chair Hennelly and Commissioner Valdez voted in favor of the motion. The motion passed.

A written transcript of the Public Hearing is attached hereto.

Approval of Minutes of December 11, 2025 Regular Meeting Minutes.



this week, it will continue to grow and provides an opportunity for organizations to improve their safety culture for trenching. Chairman Kavanaugh, Vice Chair Hennelly and Commissioner Valdez voted in favor of the motion. The motion passed.

Core Construction, Inc. 13835 N Northsight Blvd Ste 100 Scottsdale, AZ 85260	Unprogrammed Related Years in Business: 35 Empl. Covered by Inspection: 3
Site Location:	Northeast corner of West Lower Buckeye Rd & South 183rd Ave Goodyear, AZ 85338
Inspection No:	UR-2025-TN246-0044
Inspection Date:	July 28, 2025

SERIOUS – Citation 1 - Item 1 –

- a) Northeast Corner of West Lower Buckeye Rd & South 183rd Ave, Goodyear: On or about July 30, 2025, three employees connected conduit in a 6' 4" deep excavation that did not have an adequate protective system. 29 CFR 1926.652(a)(1) No history adjustment factor per the ADOSH Director

Div. Proposal - \$16,550.00	Formula Amt. - \$14,895.00
TOTAL PENALTY - \$16,550.00	TOTAL FORMULA AMT. - \$14,895.00

Mr. Hudson discussed ADOSH's inspection, summarized the citation and proposed penalty.

Chairman Kavanaugh checked if the Commissioners had any question and noted he did not have a request to speak.

Commissioner Valdez moved to approve the citation and proposed penalties as presented and Vice Chair Hennelly seconded the motion. Chairman Kavanaugh, Vice Chair Hennelly and Commissioner Valdez voted in favor of the motion. The motion passed.

Geronimo Wall Systems, LLC 1902 East 3rd Street Ste. 12 Tempe, AZ 85281	Program Planned Years in Business: 13 Empl. Covered by Inspection: 2
Site Location:	14048 E Harmony Ln Fountain Hills, AZ 85268
Inspection No:	PP-2025-VM508-0069
Inspection Date:	July 16, 2025

SERIOUS – Citation 1 - Item 1 –

- a) Lot 227 Roof: Two employees were fixing the stone and mortar facia of a flat, multi-level roof on a new single-story residential home, where the lowest roof level exceeded 11' above the ground, without any means of fall protection. 29 CFR 1926.501(b)(13)
- |                             |                            |
|-----------------------------|----------------------------|
| Div. Proposal - \$13,406.00 | Formula Amt. - \$13,406.00 |
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SERIOUS – Citation 1 - Item 2 –

- a) Lot 227 Roof: Two employees were fixing the stone and mortar facia of a flat, multi-level roof on a new single-story residential home, where the lowest roof level was approximately

11' above the ground, without having training on how to tie-off on a finished roof. 29 CFR 1926.503(a)(2)(ii)

Div. Proposal - \$9,577.00

Formula Amt. - \$9,577.00

SERIOUS – Citation 1 - Item 3 –

- a) Lot 227 Roof: An employee was fixing stone and mortar facia of a flat, multi-level roof on a new single-story residential home and climbed over a parapet wall that was approximately 35" high instead of using a stair or ladder. 29 CFR 1926.1051(a)

Div. Proposal - \$9,577.00

Formula Amt. - \$9,577.00

TOTAL PENALTY - \$32,560.00

TOTAL FORMULA AMT. - \$32,560.00

Mr. Hudson discussed ADOSH’s inspection, summarized the citation and proposed penalty.

Chairman Kavanaugh checked if the Commissioners had any question and noted he did not have a request to speak.

Vice Chair Hennelly moved to approve the citation and proposed penalties as presented and Commissioner Valdez seconded the motion. Vice Chair Hennelly noted it was hard to tell by the photograph, but it looks like the ladder was inadequate, but we can proceed. Chairman Kavanaugh, Vice Chair Hennelly and Commissioner Valdez voted in favor of the motion. The motion passed.

Toll Brothers AZ Construction Company  
8767 East Vía de Ventura  
Scottsdale, AZ 85258

Unprogrammed Related  
Years in Business: 58  
Covered by Inspection: 2

Site Location: 14048 E Harmony Ln  
Fountain Hills, AZ 85268  
Inspection No: UR-2025-VM508-0070  
Inspection Date: July 16, 2025

SERIOUS – Citation 1 - Item 1 –

- a) Lot 227 Roof: Two employees were fixing the stone and mortar facia of a flat, multi-level roof on a new single-story residential home, where the lowest roof level exceeded 11' above the ground, without any means of fall protection. 29 CFR 1926.501(b)(13)

Div. Proposal - \$10,641.00

Formula Amt. - \$10,641.00

SERIOUS – Citation 1 - Item 2 –

- a) Lot 227 Roof: A subcontractor worker was observed on a flat, multi-level roof of a single-story residential house and climbed over a parapet wall that was approximately 35" high, exceeded 11' above the ground, instead of using a stair or ladder. 29 CFR 1926.1051(a)

Div. Proposal - \$10,641.00

Formula Amt. - \$10,641.00

TOTAL PENALTY - \$21,282.00

TOTAL FORMULA AMT. - \$21,282.00

Mr. Hudson discussed ADOSH’s inspection, summarized the citation and proposed penalty.

Chairman Kavanaugh checked if the Commissioners had any question and noted he did not have a request to speak.



Ms. Dimas confirmed Commission meeting dates through February 2025.

Mr. Testini commented that ADOSH will have a new recognition program that commends employers that go above and beyond with regard to heat safety, T.H.E.R.M.A.L. – Thermal Hazard Exposure Risk Mitigation Achievement Leader.

Public Comment.

Trina David (self); Cynthia Diaz (Arizona Jobs with Justice); Katelyn Parady (National Council for Occupational Safety and Health / Arizona Heat Standards Coalition); Alondra Morales Sanchez (AZ AANHPI Advocates); Jazmin Moreno-Dominguez (Agave Community Threads); and Monica Sandschafer (Mi Familia en Accion) spoke in support of establishing a heat standard for Arizona, provided personal testimonials, and testimonials of other Arizonans.

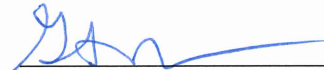
Commissioner Valdez related her experience working outdoors in Arizona.

There was no other public comment.

The meeting was adjourned at 2:37 p.m.

THE INDUSTRIAL COMMISSION OF ARIZONA

By



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Gaetano J. Testini, Director

ATTEST:



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Kara Dimas, Commission Secretary