

MINUTES OF MEETING
OF THE INDUSTRIAL COMMISSION OF ARIZONA
Held at 800 West Washington Street
Phoenix, Arizona 85007
Thursday, May 28, 2026 – 1:00 p.m.

Present:	Dennis P. Kavanaugh	Chairman
	Joseph M. Hennelly, Jr.	Vice Chair
	D. Alan Everett	Commissioner
	Maria Cecilia Valdez	Commissioner
	Gaetano J. Testini	Director
	Sophia Cox	Assistant 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 (Telephonic)
	Melissa Spurgeon	Labor Director
	Julia Romo	Labor Investigator
	Brian Hudson	ADOSH Director
	Cecilia Herrera	ADOSH Deputy Director
	Liam Bristol	ADOSH Compliance
	Jonathon Wright	ADOSH Safety Consultant
	Debbie Rol	ADOSH Admin
	Scott Stutsman	Facilities Manager
	Perrie Colon	MIS Support
	Yvonne Borunda	Legal
	Anniemarie Tisi	Commission Secretary

Chairman Kavanaugh convened the meeting at 1:01 p.m. In attendance, confirmed by roll call were Regina Cobian (Snell and Wilmer); Lindsey Wheeler (Premier Risk Management); and Ian O’Grady, Senior Policy Advisor for the Office of Governor Katie Hobbs.

Approval of Minutes of May 14, 2026, Regular Meeting Minutes.

Commissioner Valdez moved to approve the Minutes of the May 14, 2026 regular session meeting and Commissioner Everett seconded the motion. Chairman Kavanaugh, Vice Chair Hennelly, Commissioner Everett, and Commissioner Valdez 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 Requests for Renewal of Self-Insurance Authority.

1. Town of Gilbert
2. Maricopa County Community College
3. Roman Catholic Church – Diocese of Tucson

b. Approval of Arizona Division of Occupational Safety and Health Proposed Citations and Penalties Less Than \$15,000.

1. Patriot Mechanical, LLC dba Patriot Boiler – RF-2026-LB058-0015

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

Discussion and Action regarding Proposed Retaliation Penalty.

1. Bridge Property Management, L.C. - RT-2526-0128

Ms. Spurgeon summarized the Labor Department’s investigation into the Earned Paid Sick Time (EPST) Retaliation claim. Ms. Spurgeon recommended that the Commission approve issuance of a Penalty in the amount of \$ 17,250.00 for violation of A.R.S. § 23-364.

Chairman Kavanaugh asked if the Commissioners had any questions.

Commissioner Valdez moved to approve issuance of a Penalty for Retaliation in the amount of \$17,250.00 to Bridge Property Management, L.C. Commissioner Everett seconded the motion. Chairman Kavanaugh, Vice Chair Hennelly, Commissioner Everett, and Commissioner Valdez voted in favor of the motion. The motion passed.

Chairman Kavanaugh recognize Melissa Spurgeon for her 20 years of service to the Industrial Commission of Arizona and presented her with a certificate of appreciation and recognition of her dedication and contributions to the agency.

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

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

Dickens Quality Demolition, L.L.C.
1111 North 19th Avenue
Phoenix, AZ 85009

Complaint
Years in Business: 28
Empl. Covered by Inspection: 7

Site Location: 840 I W Maricopa Fwy
Phoenix, AZ 85003

Inspection No: CP-2026-JW1 84-0213

Inspection Date: March 13, 2026

SERIOUS – Citation 1 - Item 1–

Discussion and Action regarding Approval of Substantive Policy Statement: The Life Table to be Used in Calculating Roth Credits.

Chairman Kavanaugh summarized the proposed substantive policy statement which updates the Life Table that should be used for Roth credit calculations according to Roth v. Indus. Comm'n, 126 Ariz. 147, 613 P2d 307 (App. 1980) and noted Ms. Cox from the Legal Division was available if the Commissioners had any questions.

Commissioner Everett moved to approve the resolution and Vice Chair Hennelly seconded the motion. Chairman Kavanaugh, Vice Chair Hennelly, Commissioner Everett, and Commissioner Valdez voted in favor of the motion. The motion passed.

Announcements, Scheduling of Future Meetings and Retirement Resolutions.

Ms. Tisi confirmed Commission meeting dates through June 2026.

Chairman Kavanaugh introduced a resolution recognizing Ian O'Grady, Senior Policy Advisor for the Office of Governor Katie Hobbs and declaring him a friend of the Industrial Commission of Arizona. Chairman Kavanaugh highlighted Mr. O'Grady's service to the State of Arizona and his significant contributions to the Industrial Commission including his assistance with legislative matters, rulemaking activities, and agency sunsets. Senate confirmations and other key policy initiatives. Commissioners expressed their appreciation for Mr. O'Grady's guidance, professionalism, support of the Commission and its mission.

Commissioner Valdez moved to approve the resolution. Vice Chair Hennelly seconded the motion. Chairman Kavanaugh, Vice Chair Hennelly, Commissioner Everett, and Commissioner Valdez voted in favor of the motion. The motion passed.

Following adoption of the resolution, Director Testini presented Mr. O'Grady with the agency's first Director's Appreciation Chip in recognition of his service, and partnership with the Industrial Commission. Mr. O'Grady thanked the Commission and staff for the recognition and expressed his appreciation for the opportunity to work alongside the agency in support of Arizona workers and employers.

Public Comment.

There was no public comment.

The meeting was adjourned at 1:29 p.m.

THE INDUSTRIAL COMMISSION OF ARIZONA

By



Gaetano J. Testini, Director

ATTEST:



Anniemarie Tisi, Commission Secretary