MINUTES OF MEETING
OF THE INDUSTRIAL COMMISSION OF ARIZONA
Held at 800 W. Washington
Conference Room 308
Phoenix, Arizona 85007
Thursday, April 1, 2010 – 1:00 p.m.

Present:	Brian Delfs	Chairman (telephonic)
	Marcia Weeks	Vice Chairman
	Louis W. Lujano, Sr.	Member
	John A. McCarthy, Jr.	Member
	David Parker	Member (video conference)
	Laura McGrory	Director
	Andrew Wade	Chief Legal Counsel
	Darin Perkins	Director, ADOSH
	Noreen Thorsen	Claims Manager
	Teresa Hilton	Commission Secretary

Vice Chairman Weeks convened the Commission meeting at 1:00 p.m. noting a quorum present. Also present were Scot Butler, the agency's lobbyist, Teresa Yi of Snell & Wilmer, Lisa Fain of Ballard Spahr, and Jeremy Bethancourt of LeBlanc Building Co., Inc.

Approval of Minutes of March 25, 2010 Meeting

The Commission approved the Minutes of March 25, 2010 on motion of Mr. Lujano, second of Mr. McCarthy. Mr. Parker abstained.

Discussion &/or Action regarding Legislation

Scot Butler gave an update on the Special Session and the budget. He gave an update of legislation of interest to the agency, including HB 2228, SB 1070, SB 1242, HB 2465 and SB 1214.

Discussion & Action regarding Appointment of ADOSH Advisory Committee Member

Paul McKee – The Commission unanimously appointed Paul McKee as a member to the ADOSH Advisory Committee on motion of Mr. Parker, second of Mr. Lujano.

Discussion & Action regarding Adoption of Final Rulemaking amending A.A.C. R20-5-601 (Standards for Construction Industry) and A.A.C. R20-5-602 (Standards for General Industry) which incorporate by reference amendments to 29 CFR 1910 Subpart G, I, L, Z, and amendments to 29 CFR 1926 Subpart C, D, R, Z, as published in Federal Register 73 FR 75568-75589, December 12, 2008 and additional amendments to 29 CFR 1910 Subpart G, I, Q, as published in Federal Register 74 FR 46350-46361, September 9, 2009

Mr. Perkins described the proposed changes to the standards for personal protective equipment. Mr. Lujano made a motion to adopt the final rulemaking which was seconded by Mr. McCarthy. Mr. Parker stated that he was not sure he believed that OSHA or the Commission had the legal authority to amend the rules to permit "penalty stacking" (cite per instance) as proposed in this rulemaking and that he found the arguments made by the U.S.

Chamber of Commerce in response to OSHA's rulemaking particularly compelling, however, he would support the motion to ensure that Arizona's program remains as effective as the Federal program. Mr. Perkins responded to Mr. Parker's concern regarding the effect of the amendment on the assessment of penalties. Mr. Perkins stated that Commission would have the authority to review the assessment of penalties and determine on a case by case basis the appropriateness of levying penalties based on number of employees exposed. Following discussion, the Commission unanimously adopted the final rulemaking amendments.

Discussion & Action of Proposed OSHA Citations and Penalties

Barker-Morrissey Contracting, Inc.
3619 E. Speedway, Suite 101
Tucson, AZ 85716

Planned
Yrs/Business – 6
Empl. Cov. by Insp. – 1

Site Location: 3595 E. Broadway, Tucson, AZ 85716
Inspection #: P0778/314225087
Insp. Date: 02/15/10

SERIOUS – Citation 1, item 1 – Three employees were working on a tubular welded frame scaffold 19' high, 20' long and 7' wide that did not have guardrails installed along the open sides of the scaffold to prevent employees from falling to the lower level below (1926.451(g)(4)(i). (Two inspections in the past three years with no violations).

Div. Proposal - $1,250.00 Formula Amt. - $1,250.00

Darin Perkins summarized the citation and proposed penalty as listed and responded to questions from the Commissioners. He advised that this file and the following case file were on the same job site. In keeping with the practice of not issuing a penalty higher than the subcontractor on the site, the Division proposal was for $1,250.00. Mr. Lujano stated that he believed the violation was egregious representing the employer's disregard for employee safety. He made a motion to assess the gravity based penalty of $2,500.00. Following discussion and inspection of photographs of this violation, Mrs. Weeks seconded the motion. The Commission approved issuing the citation and assessed a penalty of $2,500.00. Mr. McCarthy and Mr. Parker voted nay.

Mirage Plastering, Inc.
1802 W. Grant, Suite 115
Tucson, AZ 85745

Planned
Yrs/Business – 33
Empl. Cov. by Insp. – 3

Site Location: 3595 E. Broadway, Tucson, AZ 85716
Inspection #: P0775/314225103
Insp. Date: 02/15/10

SERIOUS – Citation 1, item 1 – Three employees were working on a tubular welded frame scaffold 19' high, 20' long and 7' wide that did not have guardrails installed along the open sides of the scaffold to prevent employees from falling to the lower level below (1926.451(g)(4)(i). (Two inspections in the past three years with no violations).

Div. Proposal - $1,250.00 Formula Amt. - $1,250.00

Darin Perkins summarized the citation and proposed penalty as listed and responded to questions from the Commissioners. Following discussion and inspection of photographs of this violation, the Commission approved issuing the citation and assessed the gravity-based penalty

of $2,500.00 on motion of Mr. Lujano, second of Mrs. Weeks. Mr. McCarthy and Mr. Parker voted nay.

Pulte Homes
600 S. 94th Avenue
Tolleson, AZ 85353

Complaint
Yrs/Business – 25
Empl. Cov. by Insp. – 9

Site Location: Citrus Rd & Seldon Avenue, Surprise, AZ 85388
Inspection #: Y5457/314142480
Insp. Date: 01/14/10

SERIOUS – Citation 1, item 1 – Three employees were working on unfinished roof levels that were 8'9" and 18' above the lower level and were not protected by a fall protection system (1926.501(b)(13). There were two other instances of this violation.
(No inspection history in the past three years).
Div. Proposal - $2,250.00 Formula Amt. - $2,250.00

Darin Perkins summarized the citation and proposed penalty as listed and responded to questions from the Commissioners. Following discussion and inspection of photographs of this violation, the Commission unanimously approved issuing the citation and assessed the recommended penalty of $2,250.00 on motion of Mr. McCarthy, second of Mr. Delfs.

Specialty Roofing, Inc.
8200 N. 75th Avenue
Peoria, AZ 85345

Unprogram Related
Yrs/Business – 50
Empl. Cov. by Insp. – 3

Site Location: Olive & Citrus, Surprise, AZ 85338
Inspection #: Y5457/314142506
Insp. Date: 01/14/10

SERIOUS – Citation 1, item 1 – Two employees were working on two 4/12 pitched roof levels that were 8'9" and 18' above the lower level and were not protected by a fall protection system (1926.501(b)(10).
(No inspection history in the past three years).
Div. Proposal - $1,250.00 Formula Amt. - $1,250.00

Darin Perkins summarized the citation and proposed penalty as listed and responded to questions from the Commissioners. Mr. Lujano stated that this company had been in business for 50 years and that the proposed penalty seemed low. Mr. Perkins explained the adjustment factors, including 40% for size. Following discussion and inspection of photographs of this violation, the Commission approved issuing the citation and assessed the recommended penalty of $1,250.00 on motion of Mr. McCarthy, second of Mr. Delfs. Mr. Lujano voted nay.

Amereco Arizona, LLC
1045 N. Tatum Blvd.
Phoenix, AZ 85054

Complaint
Yrs/Business – 2.5
Empl. Cov. by Insp. – 5

Site Location: 32105 W. Salome Hwy, Arlington, AZ 85322
Inspection #: A7717/314225038
Insp. Date: 02/16/10

SERIOUS – Citation 1, item 1 – The employer did not establish a formal lockout/tagout training program to protect employees servicing an air compressor (1910.147(c)(1).

(No inspection history in the past three years).
Div. Proposal - $750.00 Formula Amt. - $750.00

SERIOUS – Citation 1, item 2 – Three employees were operating a forklift without an operable horn or seatbelt (1910.178(p)(1).
Div. Proposal - $ 750.00 Formula Amt. - $ 750.00
TOTAL DIV. PROP. - $1,500.00 TOTAL FORMULA AMT - $1,500.00

Darin Perkins summarized the citations and proposed penalty as listed and responded to questions from the Commissioners. Following discussion and inspection of photographs of these violations, the Commission unanimously approved issuing the citations and assessed the recommended penalty of $1,500.00 on motion of Mr. Parker, second of Mr. McCarthy.

Amereco Arizona, LLC
1045 N. Tatum Blvd.
Phoenix, AZ 85322
Complaint
Yrs/Business – 2.5
Empl. Cov. by Insp. – 5
Site Location: 32105 W. Salome Hwy, Arlington, AZ 85322
Inspection #: Y8053/314225053
Insp. Date: 02/16/10

SERIOUS – Citation 1, item 1 – Employees were entering confined spaces to clean the inside of holding tanks for biodiesel production without determining if they were permit required (1910.146(c)(1).
(No inspection history in the past three years).
Div. Proposal - $1,500.00 Formula Amt. - $1,500.00

SERIOUS – Citation 1, item 2 – An electrical panel located in the shop was missing all circuit breakers and blankouts (1910.305(b)(1)(ii).
Div. Proposal - $750.00 Formula Amt. - $750.00

SERIOUS – Citation 1, item 3 – A written respiratory protection program had not been developed, implemented and maintained for the employees wearing respirators, half face cartridge, working with sulfuric acid and sodium methylate (1910.134(c)(1).
Div. Proposal - $750.00 Formula Amt. - $750.00

SERIOUS – Citation 1, item 4 – The eye wash stations were not maintained in working condition for quick drenching and flushing of the eyes (1910.151(c).
Div. Proposal - $750.00 Formula Amt. - $750.00

SERIOUS – Citation 1, item 5 – A written hazard communication program had not been developed, implemented and maintained for employees who were potentially exposed in the workplace to hazardous chemicals, materials and/or substances (i.e. sulfuric acid or sodium methylate(1910.1200(e)(1).
Div. Proposal - $ 750.00 Formula Amt. - $ 750.00
TOTAL DIV. PROP. - $4,500.00 TOTAL FORMULA AMT - $4,500.00

Darin Perkins summarized the citations and proposed penalty as listed and responded to questions from the Commissioners. Mr. Parker questioned whether Citation 1, item 3 should carry a gravity-based penalty of $5,000.00 rather than $2,500.00. Mr. Parker, Mrs. Weeks and

Mr. Lujano agreed that the proposed penalties seemed low considering the violations. Mr. Perkins explained the penalty calculations and adjustment factors, stating that this employer has only been in business for a short period of time and was very cooperative. Following discussion and inspection of photographs of these violations, the Commission unanimously approved issuing the citations and assessed the recommended penalty of $4,500.00 on motion of Mr. Parker, second of Mr. Lujano. Mr. Lujano added to the motion that ADOSH monitor compliance to ensure that the serious issues are corrected. Mr. Perkins responded that staff always follows up to ensure compliance.

LaVida Communities Inc. dba Inn at the
Amethyst Assisted Living, LLC
18172 N. 91st Avenue
Peoria, AZ 85382

Complaint
Yrs/Business – 1
Empl. Cov. by Insp. – 62

Site Location: 18172 N. 91st Avenue, Peoria, AZ 85382
Inspection #: L3419/314225160
Insp. Date: 02/17/10

SERIOUS – Citation 1, item 1 – Proper work practice controls were not implemented in that a sharps container was unsecured and removed from a medical cart by a resident (1910.1030(d)(2)(i).
(No inspection history in the past three years).
Div. Proposal - $4,500.00 Formula Amt. - $4,500.00

Darin Perkins summarized the citation and proposed penalty as listed and responded to questions from the Commissioners. Following discussion and inspection of photographs of this violation, the Commission unanimously approved issuing the citation and assessed the recommended penalty of $4,500.00 on motion of Mr. Lujano, second of Mr. McCarthy.

Barger Moulding Co., Inc.
1140 W. Hilton Avenue
Phoenix, AZ 85007

Planned
Yrs/Business – 56
Empl. Cov. by Insp. – 13

Site Location: 1140 W. Hilton Ave., Phoenix, AZ 85007
Inspection #: A7717/314224924
Insp. Date: 02/10/10

SERIOUS – Citation 1, item 1 – The employer did not establish a formal written lockout/tagout training program to protect employees servicing the moulders (1910.147(c)(1)
(No inspection history in the past three years).
Div. Proposal - $1,250.00 Formula Amt. - $1,250.00

SERIOUS – Citation 1, item 2 – Two employees were operating a forklift without a seatbelt installed (1910.178(p)(1).
Div. Proposal - $750.00 Formula Amt. - $750.00

GROUPED SERIOUS – The alleged violations below have been grouped because they involve similar or related hazards that may increase the potential for injury resulting from accident.

Citation 1, item 3a – A moulder did not have the in-going nip points guarded between steel

grooved rollers/wheels and the wood stock (1910.212(a)(1).

Citation 1, item 3b - The cutting head for a moulder was not fully enclosed with an adjustable guard designed so as to keep the operator's hands away from the cutting edge (1910.213(m)(1)
Div. Proposal - $750.00 Formula Amt. - $750.00

SERIOUS – Citation 1, item 4 – The chain and sprockets on a moulder were not guarded (1910.219(f)(3).
Div. Proposal - $ 750.00 Formula Amt. - $ 750.00
TOTAL DIV. PROP. - $3,000.00 TOTAL FORMULA AMT - $3,000.00

Darin Perkins summarized the citations and proposed penalty as listed and responded to questions from the Commissioners. Following discussion and inspection of photographs of these violations, the Commission unanimously approved issuing the citations and assessed the recommended penalty of $3,000.00 on motion of Mr. Lujano, second of Mr. Parker.

Chivino Surfaces, L.L.C.
1055 S. Country Club Drive
Mesa, AZ 85217

Complaint
Yrs/Business – 7
Empl. Cov. by Insp. – 9

Site Location: 1055 S. Country Club Drive, Mesa, AZ 85217
Inspection #: A7746/314074774
Insp. Date: 12/21/09

GROUPED SERIOUS – The alleged violations below have been grouped because they involve similar or related hazards that may increase the potential for injury resulting from accident.

Citation 1, item 1a – Employees required to wear respirators were not provided with a medical evaluation to determine their ability to wear respiratory protection before using the respirators in the workplace (1910.134(e)(1).

Citation 1, item 1b - Employees were using respiratory protection improperly and were not retrained as required (1910.134(k)(5)(ii).
(No inspection history in the past three years).
Div. Proposal - $750.00 Formula Amt. - $750.00

SERIOUS – Citation 1, item 2 – An evaluation of the written respiratory protection program to determine if the program was being effectively implemented in the workplace had not been conducted (1910.134(l)(1).
Div. Proposal - $750.00 Formula Amt. - $750.00

GROUPED SERIOUS – The alleged violations below have been grouped because they involve similar or related hazards that may increase the potential for injury resulting from accident.

Citation 1, item 3a – An employee performing dry grinding on natural stone during countertop fabrication was over exposed to respirable crystalline silica (1910.1000(c).

Citation 1, item 3b - The employer did not develop or implement effective engineering and/or

administrative controls to maintain employee exposure to respirable crystalline silica (1910.1000(e).

Div. Proposal - $750.00 Formula Amt. - $750.00

SERIOUS – Citation 1, item 4 – Employees were not provided training regarding the health and safety hazards of breathing in silica dust (i.e. carcinogen)(1910.1200(h)(3)(ii).

Div. Proposal - $ 750.00 Formula Amt. - $ 750.00

TOTAL DIV. PROP. - $3,000.00 TOTAL FORMULA AMT - $3,000.00

Darin Perkins summarized the citations and proposed penalty as listed and responded to questions from the Commissioners. Mr. Parker explained the OSHA standard and PEL for exposure to silica. Following discussion and inspection of photographs of these violations, the Commission unanimously approved issuing the citations and assessed the recommended penalty of $3,000.00 on motion of Mr. McCarthy, second of Mr. Lujano.

International Technical Coatings, Inc.
110 S. 41st Avenue
Phoenix, AZ 85009

Planned
Yrs/Business – 15
Empl. Cov. by Insp. – 129

Site Location: 110 S. 41st Avenue, Phoenix, AZ 85009
Inspection #: U9805/314310046
Insp. Date: 03/03/10

SERIOUS – Citation 1, item 1 – Two lathes did not have the chuck guard to protect the operator from flying chips and to prevent the operator from placing any part of his body into the danger zone (1910.212(a)(1). There were four other instances of this violation.
(No inspection history in the past three years).

Div. Proposal - $1,375.00 Formula Amt. - $1,375.00

Darin Perkins summarized the citation and proposed penalty as listed and responded to questions from the Commissioners. Following discussion and inspection of photographs of this violation, the Commission unanimously approved issuing the citation and assessed the recommended penalty of $1,375.00 on motion of Mr. Lujano, second of Mr. Parker.

Post Tension of Nevada, Inc.
1441 W. Miracle Mile
Tucson, AZ 85705

Planned
Yrs/Business – 23
Empl. Cov. by Insp. – 4

Site Location: 1441 W. Miracle Mile, Tucson, AZ 85705
Inspection #: T3633/314224734
Insp. Date: 02/08/10

SERIOUS – Citation 1, item 1 – The employer had not established lockout/tagout procedures or trained employees to ensure that equipment (i.e. cable fab line, rebar shear, rebar bender) would be isolated and rendered inoperative prior to any work where the unexpected energizing or start up could occur and cause injury (1910.147(c)(1).
(No inspection history in the past three years).

Div. Proposal - $1,750.00 Formula Amt. - $1,750.00

SERIOUS – Citation 1, item 2 – The rebar cutter did not have guards in place to prevent employee contact with the cutting blades (1910.212(a)(3)(ii). There were two other instances of

this violation.

Div. Proposal - $1,750.00 Formula Amt. - $1,750.00
TOTAL DIV. PROP. - $3,500.00 TOTAL FORMULA AMT - $3,500.00

Darin Perkins summarized the citations and proposed penalty as listed and responded to questions from the Commissioners. Following discussion and inspection of photographs of these violations, the Commission unanimously approved issuing the citations and assessed the recommended penalty of $3,500.00 on motion of Mr. Lujano, second of Mr. McCarthy.

State of Arizona, Department of Administration
100 N. 15th Avenue
Phoenix, AZ 85007

Complaint
Yrs/Business – 100
Empl. Cov. by Insp. – 44

Site Location: 100 N. 15th Avenue, Phoenix, AZ 85007
Inspection #: N4762/314067919
Insp. Date: 12/09/09

SERIOUS – Citation 1, item 1 – A pair of Class O electrical protective rubber gloves had not been voltage tested since June 2008. Gloves are to be tested before first issues and every 6 months thereafter (1910.137(b)(2)(vii) There was another instance of this violation.
(One inspection in the past three years with no violations).

Div. Proposal - $2,250.00 Formula Amt. - $2,250.00

SERIOUS – Citation 1, item 2 – The employer had not established and implemented a written lockout/tagout program and procedures for the maintenance or servicing on a machine or equipment where the unexpected energizing, start up or release of stored energy could occur and cause injury (1910.147(c)(1).

Div. Proposal - $2,250.00 Formula Amt. - $2,250.00

GROUPED SERIOUS – The alleged violations below have been grouped because they involve similar or related hazards that may increase the potential for injury resulting from accident.

Citation 1, item 3a – Electricians were not provided with safety-related work practices training pertaining to their respective job assignments (1910.332(b)(1).

Citation 1, item 3b - Safety related work practices had not been developed or implemented for the service electricians performing work on or near equipment or circuits that were energized or could be energized (1910.333(a).

Citation 1, item 3c - An unqualified person operated one of the main breakers of an energized 12 KV switchgear without knowing the actual voltage of the electrical equipment and without knowing the personal protective equipment requirements (1910.333(c)(2).

Div. Proposal - $2,250.00 Formula Amt. - $2,250.00

SERIOUS – Citation 1, item 4 – Employees were not provided with adequate personal protective equipment designed to protect employees while working on energized equipment (1910.335(a)(1)(i)

Div. Proposal - $2,250.00 Formula Amt. - $2,250.00
TOTAL DIV. PROP. - $9,000.00 TOTAL FORMULA AMT - $9,000.00

Darin Perkins summarized the citations and proposed penalty as listed and responded to questions from the Commissioners. Following discussion and inspection of photographs of these violations, the Commission unanimously approved issuing the citations and assessed the recommended penalty of $9,000.00 on motion of Mr. Lujano, second of Mr. Parker.

Discussion & Action of Requests for Lump Sum Commutation

David Melcher #20071-830304 - Noreen Thorsen presented this lump sum petition. She advised that Mr. Melcher requested a lump sum commutation of his scheduled award of $743.43 per month (present value $20,139.52) in order to purchase a vehicle, tools, license, and insurance to start a business carpeting RV's and boats in Yuma County. Mr. Melcher is unemployed and currently has no other income.

Ms. Thorsen advised that her recommendation is for approval, since the lump sum proceeds will allow Mr. Melcher to purchase the van and tools needed to get his business started. After subtracting the advances made by the carrier and the attorney fees, Mr. Melcher would receive $12,063.82 if the lump sum is granted. Following discussion, the Commission unanimously approved the lump sum request on motion of Mr. Lujano, second of Mr. McCarthy.

Hazel Pierce #20041-100441 - Noreen Thorsen presented this lump sum petition. She advised that Ms. Pierce requested a lump sum commutation of her unscheduled award of $333.38 per month (present value $25,246.87) in order to pay living expenses and pre pay funeral expenses. Ms. Pierce receives social security benefits monthly in the amount of $1,064.00.

Ms. Thorsen advised that her recommendation is for approval, since the lump sum proceeds will allow Ms. Pierce to pre-pay for her final arrangements and give her some additional money for living expenses. Following discussion, the Commission unanimously approved the lump sum request on motion of Mr. Lujano, second of Mr. McCarthy.

Discussion & Action of Proposed Civil Penalties against Uninsured Employers.

2C09/10-1002	Business Web Innovations LLC
2C09/10-0943	Cobaya, Inc. dba Pima Valley Greenhouses
2C09/10-0614	Jeehdeez'a Academy
2C09/10-0890	World Express Service, LLC

Mr. Wade advised that a compliance investigation confirmed that the above listed employers were operating (or had operated) a business with employees, but without workers' compensation insurance. Giving consideration to the factors of A.R.S. §23-907(K), civil penalties of $1,000.00 have been recommended against these employers. Mr. Wade provided additional information regarding these employers and responded to questions from the Commission. With regard to employer #0614, the Commission questioned whether this employer was a tribal enterprise and would come under the agency's jurisdiction. Mr. Wade advised that they are a private school located on the Navajo Nation and that he does not believe this is a tribal enterprise. Following further discussion, the Commission unanimously approved civil penalties of $1,000.00 against employers #1002, 0943, 0614 and 0890 on motion of Mr. Lujano, second of Mr. McCarthy. If it is found that employer #0614 is a tribal enterprise, the

citation will be rescinded.

Discussion &/or Action regarding Budget and Operations of the Industrial Commission

Ms. McGrory advised that the agency is moving forward to prepare for HB 2003. In response to a question from Mr. McCarthy regarding the Claims system upgrade, she updated the Commissioners on the status of that project.

Discussion &/or Action regarding Industrial Commission of Arizona, for Itself and as Trustee for the Special Fund of the Industrial Commission of Arizona; and the Special Fund of the Industrial Commission of Arizona, Petitioners, v. Dean Martin, Arizona State Treasurer, in his official capacity; Janice K. Brewer, Governor of the State of Arizona, in her official capacity, Respondents. The Commission may move into Executive Session under A.R.S. §§38-431.03(A)(3) and (A)(4) for Discussion and Consultation with the Attorneys of the Public Body regarding Pending Litigation or Settlement Discussions in order to resolve Litigation. 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

Mr. Wade stated that there was nothing new to report. Oral arguments are scheduled for April 23rd.

Announcements and Scheduling of Future Meetings

Mr. Wade advised that the lump sum commutation hearing scheduled for April 15th will be conducted with the claimant participating through a web-based video conference. He explained the procedure for the lump sum hearing and advised that an updated packet of information will be provided to the Commissioners prior to the hearing.

Ms. McGrory advised that she has provided a draft of the fee schedule staff study to the Commissioners. The Commission scheduled the fee schedule hearing for Thursday, June 10th. Ms. McGrory stated that she will post the staff study and information related to the hearing on the website within the next couple of weeks.

Ms. Hilton reminded the Commissioners that the next meeting is scheduled for Thursday, April 8th .

There being no further business to come before the Commission and no public comment, Chairman Delfs adjourned the meeting at 2:20 p.m.

APPROVED:

THE INDUSTRIAL COMMISSION OF ARIZONA

By _____
Chairman

By _____
Vice Chairman

By _____
Member

ATTEST:

By _____
Member

Teresa Hulton
Commission Secretary

By _____
Member