



Law Enforcement Merit System Council

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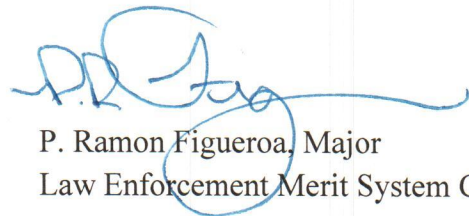
December 4, 2015

Frank Milstead, Director
Arizona Department of Public Safety
P. O. Box 6638
Phoenix, AZ 85005-6638

Dear Director Milstead:

The Law Enforcement Merit System Council conducted a business meeting on December 3, 2015 and made the following decisions:

1. Approved the meeting minutes from the November 16, 2015 meeting.
2. Scheduled a meeting date for March 22, 2016.
3. Heard testimony regarding the termination appeal for Trooper David Mowry – MSC #2015-02. The Council unanimously found that there was just cause for discipline of Trooper Mowry. In a vote of 4-1, the Council found that just cause for termination was not proven by a preponderance of the evidence. The Council voted to modify the disciplinary action to 240 hours leave without pay with no back pay awarded.



P. Ramon Figueroa, Major
Law Enforcement Merit System Council

cc: Lt. Col. Heston Silbert
Lt. Col. Danny Lugo
Lt. Col. Timothy Chung
Lt. Col. Andres Vasquez
Lt. Col. Ken Hunter
Mr. Mike Denney