

**MINUTES OF PUBLIC MEETING
FOR THE CORRECTIONS OFFICER RETIREMENT PLAN LOCAL BOARD
FOR THE JUDICIARY**

A Public Meeting of the Corrections Officer Retirement Plan Local Board for the Judiciary was convened on Tuesday, September 2, 2025, at 10:00 a.m., via Zoom, Arizona State Courts Building, 1501 West Washington Street, Phoenix, Arizona.

Board Members Present by Conference/Video Call: Kevin Kluge (Chair); Jason Hathcock; Jennifer Fish; Brandon Shimizu

Board Members Absent: Scott Mabery

Also Present by Conference/Video Call: Kayla Adkins, Board Secretary; Alexi Papalossi, Recorder; Nick Cornelius, Board Attorney; Monique Rushing (Disability Case Applicant #16-01); Maria Land (Disability Case Applicant #25-01)

Call to Order:

Approval of Minutes:

August 5, 2025 – Public Meeting Minutes

MOTION: Jennifer Fish moved to approve the public meeting minutes of the August 5, 2025, meeting. The motion was seconded by Jason Hathcock and passed unanimously. The minutes stand approved. **CORP 2025-33**

Notice of Request to Remain in ASRS – Tammy Gould-Berry

The Board received a request dated August 5, 2025, from Tammy Gould-Berry to remain in the Arizona State Retirement System (ASRS) pursuant to A.R.S. § 38-891.F.

Ms. Gould-Berry was previously employed with the City of Sierra Vista from January 1, 2008, until December 16, 2024. Ms. Gould-Berry will become a full-time Juvenile Detention Officer with the Cochise County Superior Court Juvenile Detention Department on August 4, 2025. Her request indicated that she has 17 years of credited service with ASRS.

Copies of A.R.S. § 38-891.F. and Ms. Gould-Berry's current position description were provided to the Board.

The Board Secretary noted that Ms. Gould-Berry appeared to have met the eligibility requirement of a minimum of five years of credited service under ASRS and filed her request with the Local Board within ninety days of accepting a CORP-designated position.

MOTION: Jason Hathcock moved to approve the request by Tammy Gould-Berry to remain in ASRS, as it appeared Ms. Gould-Berry had met the eligibility requirements of a minimum of five years of service credited under ASRS and filed her request with the Local Board within ninety days of accepting a CORP-designated position. The motion was seconded by Jennifer Fish and passed unanimously. **CORP 2025-34**

Reevaluation of Disability Case #16-01 – Monique Rushing

This matter is brought to the Board for a review of medical records. The Board previously approved a Total and Permanent disability retirement benefit for applicant #16-01, Monique Rushing, on August 2, 2016. The Board last reviewed Ms. Rushing's medical records on November 5, 2019, and voted to continue her disability benefit and to review her case in six years.

To assist the Board in determining whether an independent medical examination to reevaluate the applicant's disabling condition is necessary, Ms. Rushing was asked to furnish medical treatment records since November 5, 2019. Copies of the following documents were provided to the Board:

- Original Ordinary Application
- Original IME Results
- 4/5/2016 Meeting Minutes
- Member Withdrawal Request
- Certified Letter from CORP to member confirming withdrawal
- 6/7/2016 Meeting Minutes
- Additional IME questions and response
- 8/2/2016 Meeting Minutes
- 1/9/2018 Meeting Minutes
- 11/5/2016 Meeting Minutes
- Medical treatment records submitted by Ms. Rushing
- A.R.S. § 38-886

Ms. Rushing initialed the waiver of confidentiality provision to allow discussion of her disabling condition in an open public meeting.

Discussion:

The Chair confirmed that Ms. Rushing was in attendance and asked her if she would like to make a statement to the Board, to which she declined.

The Chair inquired if the Board had any questions for Ms. Rushing. Mr. Hathcock stated that Total and Permanent Disability requires the member to be unable to perform any gainful employment. He then asked Ms. Rushing whether she had any employment history in the past six years. Ms. Rushing replied that she had not.

The Chair referenced medical records dated March 11, 2024, that stated Ms. Rushing had been seeking treatment, but still maintained the disabling condition.

The Chair inquired about Ms. Rushing's retirement date. Mr. Shimizu stated that Ms. Rushing would reach her normal retirement date on December 31, 2031.

Mr. Hathcock stated that based on the review of the medical records provided and with consideration of Ms. Rushing's normal retirement date, it was not necessary to send the applicant for an Independent Medical Examination (IME) nor to continue further reviews of Disability Case #16-01 as the medical records show there does not appear to be any improvement in the disabling condition. The Chair agreed.

MOTION: Jason Hathcock moved to continue the total and permanent disability retirement benefit for Applicant #16-01, Monique Rushing, and suspend further review of this case. The motion was seconded by Jennifer Fish and passed unanimously. CORP 2025-35

Review of IME for Disability Case #25-01 - Maria Land

The Board received Application #25-01 for Accidental Disability benefits from Maria Land on March 12, 2025.

- The applicant was a Maricopa County Adult Probation Officer with 20.079 years of credited service. The applicant's last day of employment with Maricopa County was on September 16, 2024. (corrected from August 1, 2024)
- The applicant identified the disabling condition as a rotator cuff tear and chronic PTSD.
- Ms. Land was notified via certified letter that the Board would consider her application at this meeting and of her right to attend.
- The applicant initialed the Waiver of Confidentiality provision to allow discussion of the medical condition in an open public meeting.
- A copy of the IME report conducted on June 30, 2025, by Dr. Grant D. Padley, D.O., was provided for the Board to review.
- A copy of the IME report conducted on July 18, 2025, by Dr. Tracey Oppenheim, MD, was provided for the Board to review.
- The criteria for Accidental Disability benefits per A.R.S. §38-881 are:
 - "Accidental disability" means a physical or mental condition that the local board finds totally and permanently prevents an employee from performing a reasonable range of duties within the employee's department and was incurred in the performance of the employee's duties.
- A copy of A.R.S. §38-886 governing Local Board consideration of applications for Accidental Disability was included for reference purposes.

IME Report:

Dr. Padley performed an IME of the applicant on June 30, 2025. A copy of Dr. Padley's IME report was provided to the Board. See pages 3-5 of the report for Dr. Padley's discussion of findings.

Dr. Oppenheim performed an IME of the applicant on July 18, 2025. A copy of Dr. Oppenheim's IME report was provided to the Board. See page 4 of the report for Dr. Oppenheim's discussion of findings and her responses to the Board's questions.

The Local Board will need to determine eligibility based on the IME. Any motion to approve or disapprove the application should include a reference to the IME upon which the determination is based. The Board can consider any medical evidence that the applicant may want to provide; however, the statutes are clear that a determination of disability shall be based on the IME. Material conflicts in medical evidence must be resolved by the findings of the Board. Disability determinations by the State Comp Fund or other workers' compensation bodies are not binding on the Local Board.

Discussion:

The Chair informed the Board that they have the right to go into executive session if they need to receive legal counsel from the Board Attorney.

The Chair asked Ms. Land if she would like to make a statement, to which she declined.

The Chair asked the Board if they had any initial questions for Ms. Land. Mr. Hathcock expressed a concern about the application date, pointing out that it was signed on March 10, 2025, instead of March 12, 2025, as indicated in the action item. The Board Secretary clarified that although the application was signed on March 10, 2025, it was received by Board Staff on March 12, 2025. Mr. Hathcock also requested clarification regarding Ms. Land's final day of employment. After reviewing the application, the Chair noted that it listed August 1, 2024, as the final date. However, the correct date, as stated in the letter of separation, was September 16, 2024.

The Chair inquired whether Ms. Land had refunded her previous contributions in September 2016, to which Ms. Land confirmed. She explained that at the time, she was working as a non-field officer and was often unsupervised. Following her doctor's recommendation, she wore a sling as necessary. She claimed her supervisor noticed this and expressed concern, suggesting that she might not be able to perform the full range of duties required if she were sent into the field, which led to her being deemed unfit for duty and ultimately terminated. Ms. Land also pointed out that another field officer was allowed to work while consistently wearing a knee brace. At that point, she felt compelled to contact the EEOC.

The Chair asked Ms. Land whether she had a settlement agreement with her employer, Maricopa County. Ms. Land replied that the settlement allowed her to return to work in the same status in which she was originally hired. The Chair clarified that Ms. Land received a refund and a payout in September 2016. Ms. Land confirmed that upon her reinstatement, she was placed back in the same position, pay grade, and status she had held prior to her termination. The Chair then confirmed with Ms. Land that she had started over with her retirement benefits and that she completed a physical exam on September 30, 2016, as a new member of the CORP.

The Chair asked Ms. Land if the termination letter she provided was related to her rotator cuff injury. Ms. Land clarified that her former employer determined she was not fit for duty for several reasons, though she did not specify those reasons. She also mentioned that her previous employer tried to transfer her to a different department, but she continued to face difficulties.

Mr. Hathcock pointed out that the termination letter states that Ms. Land was medically separated without prejudice, but it does not specify a reason. He asked Ms. Land if she had any

insights regarding this. Ms. Land responded that she was unsure but indicated that she was on leave from work due to a separate medical issue unrelated to her rotator cuff injury or PTSD.

Ms. Fish noted that the termination letter referenced an ongoing review of a continuous leave request by the Judicial Branch Human Resources Department. She asked Ms. Land to clarify whether the request was related to her rotator cuff injury or her PTSD. Ms. Land replied that it was due to her PTSD. She also shared that she had attempted to return to work in July and August of that year, but she was removed within a week each time due to her condition.

Motion: Jennifer Fish moved to enter into Executive Session. The motion was seconded by Jason Hathcock and passed unanimously. **CORP 2025- 36**

The Board Chair called the meeting back into open session at 10:55 a.m.

The Board Chair thanked Ms. Land for her patience and asked Mr. Cornelius to ask some clarifying questions.

Mr. Cornelius confirmed the amendment of her total and permanent disability application to an accidental disability application. He explained that the rotator cuff should be considered a pre-existing condition. He clarified that the injury was sustained during her first term of service, and when she terminated and received a refund, this caused her retirement to reset upon rehire. He then asked Ms. Land if she had a copy of the settlement agreement, but Ms. Land did not.

Ms. Land stated that the Deputy Chief reviewed her case and told her that she should not have been terminated. She then added that after a meeting between her attorney, the EEOC, and the Deputy Chief, they came to an agreement to return Ms. Land to her original status as if she had never been terminated.

The Chair asked Ms. Land if the settlement agreement only applied to her time with the Maricopa Judicial Branch and not with the Public Safety Personnel Retirement System (PSPRS), to which Ms. Land confirmed.

Mr. Cornelius then asked Ms. Land to confirm that she had not repaid the refunded retirement. Ms. Land affirmed this, explaining that the repayment amount was too substantial to manage. The Board Chair confirmed with Ms. Land that when she returned to work on September 30, 2016, she entered the CORP plan as a new employee because her PSPRS retirement had been refunded.

The Board Chair explained that, based on the current information, Ms. Land's application for the rotator cuff injury could be denied because it would be considered a pre-existing condition. Ms. Land clarified that any issues with her left shoulder arose because she overcompensated for the injury to her right rotator cuff. She also mentioned experiencing an issue with her trigger finger. She emphasized that her application was submitted for the rotator cuff injury since the ongoing problems stemmed from the original injury.

Mr. Cornelius indicated that the injuries Ms. Land cited would not qualify for accidental disability benefits, but they might be eligible for ordinary disability benefits. The Board Chair concurred with this assessment.

Mr. Hathcock advised Ms. Land that the Board requires a copy of the settlement agreement to make a fair determination. The Board Chair confirmed with Ms. Land that the injury occurred during her first term of service. Mr. Cornelius explained to Ms. Land that additional information

was needed to ensure the Board could separate the incidents and not overlook any relevant details.

The Board Chair moved on to the PTSD portion of the application.

Mr. Cornelius explained to Ms. Land that the psychiatric Independent Medical Examination (IME) indicated that there were no records concerning her psychiatric care history. Ms. Land informed the Board that she had submitted both the incident report and the psychological medical records. The Board Secretary noted that the incident report received pertained to the rotator cuff, but minimal notes regarding the counseling or psychiatry. However, it was later discovered that medical records for the PTSD claim were submitted by Ms. Land but were overlooked in the over one thousand pages of records submitted. Ms. Land clarified that she had also sent an incident report related to her PTSD claim. The Chair requested that Board staff review their communications to identify any additional missing documentation.

Mr. Hathcock stated that once the Board received the psychological medical records, Board staff would forward them to the IME doctor for reevaluation based on the new information. Both the Board Chair and the attorney confirmed this.

The Board Chair also inquired about an amended application that included the correct years of service and disabling conditions, along with their respective dates. Mr. Cornelius confirmed this request. Mr. Hathcock requested that Board staff email Ms. Land to provide clarification on the information needed in writing, which was affirmed.

Ms. Land requested clarification on the differences between accidental and ordinary disability and whether she would need to submit two separate applications. The Chair noted that he believed two applications would be necessary. Mr. Hathcock interjected, stating that it was premature to discuss ordinary disability. He mentioned that if Ms. Land's current application was not approved, the Board could allow her to amend the application to reflect ordinary disability.

Ms. Land then sought further clarification from the Board regarding her amended application. She had added her right-hand injury, but was informed that the Board would not consider this injury because it was not included in her current application. The Chair explained that Ms. Land had the right to file an ordinary disability claim for that specific injury if her current application was not approved.

Additionally, the Chair confirmed that Ms. Land had not received a copy of the IME report, as advised by the Board's attorney. He stated that the Board could now release that information to her.

MOTION: Jason Hathcock moved to table Application #25-01, submitted by Maria Land for Accidental Disability Benefits, pending the following:

- **Psychiatric medical records for IME reevaluation**
- **The board receives a copy of the Maricopa Sheriff's Office Incident Report regarding the PTSD claim**
 - **Any additional documentation pertaining to the incident**
- **The Board receives a copy of the settlement from the EEOC claim**
 - **Any additional information pertaining to the settlement**
- **Completed revised Accidental Disability Application**
 - **Update the date of the PTSD incident**
- **Any additional documentation on the PTSD claim**

and the Board has sufficient time to review and discuss the matter. The motion was seconded by Jennifer Fish and passed unanimously. **CORP 2025-38**

Acknowledgment of CORP Physical Exam Final Letter

Name	County	Letter Issue Date
Kimberly Quezada	Maricopa	8/10/2025

The Chair noted, for the record, that the CORP physical examination report for Kimberly Quezada was not received within 60 days of receiving their membership application and that a final letter requesting the examination report was sent via certified mail.

Approval of Membership:

The Board voted on the approval of the following requests for membership:

Name	County	Effective Enrollment Date	Tier
Crystal Carillo	Cochise	7/26/2025	3
Marie Garner	Coconino	7/13/2025	3
LeTonia Brown	Maricopa	7/20/2025	3
Matthew Lara	Maricopa	7/20/2025	3
Andrea Ortgies	Maricopa	8/10/2025	3
Gianna Strube	Maricopa	8/10/2025	3
Julie Stoops	Maricopa	8/10/2025	3
Kimberly Quezada	Maricopa	8/10/2025	3
Melissa Rubio Varela	Maricopa	8/10/2025	3
Rebecca Hudson	Maricopa	8/10/2025	3
Tyler Meacham	Maricopa	8/17/2025	3
Joseph Allor	Mohave	8/3/2025	3
Aleea Peterson	Pima	7/20/2025	3
Edrick Loudor	Pima	7/20/2025	3
Raul Munoz	Pima	7/20/2025	3
Darrell Gissendanner	Pima	8/17/2025	3
Raymond DeJesus	Pima	8/17/2025	3
Alexandria Trotter	Yavapai	8/3/2025	3
Beatriz Mendiola	Yuma	8/17/2025	3

Discussion:

Mr. Hathcock asked about the retention schedule regarding the meeting minutes and the member spreadsheet. The Board Secretary advised that Board Staff follows the retention policy, and

meeting minutes are kept indefinitely. Mr. Hathcock requested the Board Staff to add the members tier to the meeting minutes for future reference. The Chair agreed.

MOTION: Jennifer Fish moved to approve the 19 applicants listed on the agenda for this meeting for membership in CORP pursuant to A.R.S. § 38-893.D. and to note for the record that the physical examinations for Gianna Strube, Julie Stroops, Melissa Rubio Varela, Edrick Louider, Raul Munoz, Alexandria Trotter, and Beatriz Mediola identified a physical or mental condition or injury that existed or occurred before their dates of membership in the plan. The motion was seconded by Brandon Shimizu and passed unanimously. **CORP 2025-39**

Future Agenda Items:

- The Board Secretary will provide the Board with an update on the 2025 CORP Membership Audit.
- Review of Accidental Disability Case #25-01 if the requested information is received.

Call to the Public:

The meeting was adjourned at 11:41 a.m.

Transcribed September 12, 2025