

# Law Enforcement Merit System Council

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June 25, 2019

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

Colonel Milstead:

The Law Enforcement Merit System Council held a hearing on June 24, 2019 and rendered a decision regarding MSC 2018-08-A, Joshua Tuffly v. DPS. The Council affirmed that the Department has proven by a preponderance of the evidence that there was just cause to discipline Mr. Tuffly. The Council sustained the imposed discipline of termination and deduction from annual leave of 144 total hours.

A handwritten signature in black ink, appearing to read 'Warren Simpson', is written over a light blue horizontal line.

Warren Simpson, Captain  
LEMSC Business Manager

cc: Lt. Col. Heston Silbert  
Lt. Col. Daniel Lugo  
Lt. Col. Timothy Chung  
Lt. Col. Ken Hunter  
Major Chris Hemmen  
Inspector Andres Vasquez  
Major Damon Cecil  
Lisa Wahlin, General Counsel