



**TOWN OF SPRINGERVILLE
EMPLOYEE ACTION FORM**

Effective Date: 12/16/2025

Employee Name: Florencio Lozoya Employee # 602

Dept: Mayor and Council Title: Council Member

Classification Status:		Employment Status:		
<input type="checkbox"/> Salary	<input type="checkbox"/> Part Time	<input type="checkbox"/> Probation	<input type="checkbox"/> Title V	
<input type="checkbox"/> Hourly	<input type="checkbox"/> Full Time	<input type="checkbox"/> Temp	<input type="checkbox"/> Volunteer	
<input type="checkbox"/> Reserve Unpaid				
Proposed Action:				
<input type="checkbox"/> New Hire	<input type="checkbox"/> Termination	<input type="checkbox"/> Reclassification	<input type="checkbox"/> Rehire	
<input type="checkbox"/> Merit Increase	<input type="checkbox"/> Promotion	<input type="checkbox"/> Retirement	<input checked="" type="checkbox"/> X	<input type="checkbox"/> Resign
<input type="checkbox"/> Extended Probation	<input type="checkbox"/> Wildland Fire	<input type="checkbox"/> COLA		
Classification of Position:	Range:	Step:	Salary/Hourly:	
Present	_____	_____	_____	
Proposed	_____	_____	_____	
Proposed Title	_____	_____	_____	

Comments:

Per the Town Attorney, Florencio Lozoya is no longer on the Town Council.

Employee Signature

Date

Department Head Signature

Date

1/8/26
Date

Town Manager Signature

Date

Approved

Denied

From: Ted Soltis
To: Florencio Lozoya; Brandon Kavanagh
Subject: Re: time
Date: Monday, December 29, 2025 3:50:20 PM
Attachments: Confidential Documents Letter - 12-14-25 Responce.docx

Hello Florencio,

I'm feeling better every day. Thank you for asking.

I've attached a letter answering some of your questions.

Ted

Sent from my Verizon, Samsung Galaxy smartphone
[Get Outlook for Android](#)

From: Florencio Lozoya <flozoya@townofspringerville.onmicrosoft.com>
Sent: Monday, December 29, 2025 12:31:45 PM
To: Brandon Kavanagh [REDACTED] Ted Soltis <tsoltis@springervilleaz.gov>
Subject: time

I need at least another week to process the resignation you asked me to complete.

If I resign today will that avoid the town and myself legal vtion from you?

Most attorneys aren't working thus Holliday break and I can find legal council to give me direct answers.

I hope you feel better Ted.

Florencio

RE: December 14, 2025 Response

Dear Councilmember Lozoya,

In your emailed response you ask four questions. I can respond to three of them:

(1) "What is your law firm wanting me to do now, moving forward? I would like your opinion." Recommendation - Commit to not releasing confidential information.

(3) "Should [I] resign my seat because of this"?

Per A.R.S. 38-510 Penalties A. "A person who: 1. Intentionally or knowingly violates any provision of sections 38-503 through 38-505 is guilty of a class 6 felony."

Per A.R.S. 38-510 Penalties A. "A person who: 2. Recklessly or negligently violates any provision of section 38-503 through 38-505 is guilty of an offense described in subsection A of this section is guilty of a class 1 misdemeanor."

In either of the above situations - "Intentionally or knowingly" or "Recklessly or negligently," the following applies: Per A.R.S. 38-510 Penalties B. "A person found guilty of an offense described in subsection A of this section shall forfeit his public office or employment in any." In both situations, resigning from public office is a requirement not a choice, recommendation, or something Town Council or legal counsel can waive.

(4) "Can I expect legal counsel to come from you, or the town of Eagar manager?"
A Town's legal counsel will not cover you, nor will the risk pool.

I hope this helps,

Ted

From: Florencio Lozoya
To: Brandon Kavanagh; Kelsi Miller; Ted Soltis
Subject: letter regarding DPS report
Date: Monday, January 5, 2026 4:31:02 PM

Good evening everyone I hope everyone had a good Holliday break.

I have hired an attorney to represent me and my personal interest regarding the emails I received from our town attorney.

Please direct any and all communications regarding the DPS report to my attorney Eduardo Coronado.

His email is;



Thank you,
Florencio

From: Florencio Lozoya
To: Brandon Kavanagh
Subject: Re: Letter regarding admitted violation of state law
Date: Wednesday, December 24, 2025 12:15:11 AM

Let me get this straight. If I resign to won't file charges?

Is that where we are?

From: Brandon Kavanagh [REDACTED]
Sent: Tuesday, December 23, 2025 9:52 AM
To: Florencio Lozoya <flozoya@townofspringerville.onmicrosoft.com>
Cc: Sheri Biro [REDACTED] Mary [REDACTED] Ted Soltis
<tsoltis@springervilleaz.gov>
Subject: Letter regarding admitted violation of state law

Mr. Lozoya,

Please see the attached letter.

Attention: This e-mail is for the intended recipient only, and may be confidential and/or protected by attorney-client privilege. Please contact our office by return e-mail or phone if you have received this email in error.

Brandon J. Kavanagh
Mangum, Wall, Stoops & Warden, P.L.L.C.
112 North Elden Street
P.O. Box 10
Flagstaff, Arizona 86002
Phone (928) 779-6951
Fax (928) 773-1312
Email [REDACTED]



From: Florenco Lozoya
To: Brandon Kavanagh; Kelsi Miller
Subject: Resignation
Date: Tuesday, December 23, 2025 10:57:56 PM

I never stated I resigned.

Kelsi Miller

From: Kelsi Miller
Sent: Tuesday, November 11, 2025 11:23 AM
To: Florencio Lozoya
Subject: Re: Public Records Request

Sounds great!

From: Florencio Lozoya <flozoya@townofspringerville.onmicrosoft.com>
Sent: Tuesday, November 11, 2025 11:00 AM
To: Kelsi Miller <kmiller@springervilleaz.gov>
Cc: Brandon Kavanagh [REDACTED]; Jeff Dollins [REDACTED]
Subject: Re: Public Records Request

Can I leave this with you after a council meeting tomorrow?

From: Kelsi Miller <kmiller@springervilleaz.gov>
Sent: Monday, November 10, 2025 2:00 PM
To: Florencio Lozoya <flozoya@townofspringerville.onmicrosoft.com>
Cc: Brandon Kavanagh [REDACTED]; Jeff Dollins [REDACTED]
Subject: RE: Public Records Request

Hello Florencio,

Just following up on this. When would be a good time to drop off your tablet?

Kelsi

From: Florencio Lozoya <flozoya@townofspringerville.onmicrosoft.com>
Sent: Thursday, October 23, 2025 9:09 PM
To: Kelsi Miller <kmiller@springervilleaz.gov>; Brandon Kavanagh [REDACTED]
Cc: Brandon Kavanagh [REDACTED]; Jeff Dollins [REDACTED]
Subject: Re: Public Records Request

I can drop off the town tablet anytime.

I don't use my work email for official or quasi-official business.

And my phone has no access to the town email or quasi-official business.

From: Kelsi Miller <kmiller@springervilleaz.gov>
Sent: Wednesday, October 22, 2025 2:26 PM
To: Florencio Lozoya <flozoya@townofspringerville.onmicrosoft.com>
Cc: Brandon Kavanagh [REDACTED]; Jeff Dollins [REDACTED]
Subject: Public Records Request

Good afternoon,

From: Florencio Lozoya
To: Brandon Kavanagh
Cc: Ted Soltis; Sheri Biro; Mary; Jeff Dollins
Subject: Re: Letter regarding confidential documents
Date: Sunday, December 14, 2025 11:05:56 PM

Good evening everyone,

A)

Sorry for the delay in response. This tablet is hard to type on. To respond to your first question, Bryce Hamblin never requested the DPS report. I asked him to look over it and see if we as a town are likely to because again. As you know we have been losing lawsuits recently and can't afford another loss like we this past summer. Officer Moreno stated publicly that a simple apology from Tim could avoid another lawsuit. She feels she was wrongfully terminated, but Tim refuses to admit any wrongdoing. From the public records relevant to her firing it seems Tim made mistakes and refused to accept responsibility. You must be aware of the recorded interview this past January where Tim can be heard saying officer Modena would not be fired for anything so far in her probationary period and that her job was secure. Officer Moreno was later fired for failure to respond to the police call in December after she was told her job was not at risk. I hope we don't get sued by her as well for wrongful termination.

Shelly lied multiple times. I asked her about the dps report being done, and she said it was not complete. A few days prior Shelly, Richard Davis and the mayor and vice mayor of eager met behind closes door in a meeting that was not announced, and we have no minutes for because they broke open meeting laws. I'm sure your law firm knew about that. I bring this up because Tim and Shelley are both liars. Are you aware of how much they lied before they resigned? If you were aware of their lies, you should have told the council. I really don't know what you are aware of, but there have been far too many meetings behind closes doors that involved Shelly and broke open meeting laws. This is why I reached out to Bryce and asked for an opinion regarding the dps report shelly said we did not have.

My purpose for reaching out to Mr. Hamblin is because he has not lied to me like shelly and Tim did.

B)

I sent this dps report to Bryce Hamblin for legal advice. I did not feel like our legal counsel was much help or transparent. I didn't think it was breaking rules or laws since the report was created by dps.

I also sent this report to Brandon Slade who is a councilman for the town of Eagar. Id I as a councilman can see this report why he as a councilman who should know what is going on with our local police officers. I received no gain, no recompense, and nothing of value when I sent this email. Nobody else received the dps report from me. I'm sorry I sent it out.

C)

No other dps report or "information" has been sent out by me. The dps report was only emailed to councilman Slade, And an attorney I can trust.

D)

I plan to keep my emails and DPS reports to myself. I sincerely apologize.

What is your law firm wanting me to do now, moving forward? I would like your opinion.

Is talking to the media bad, and against the law, unless its Jenn Morairi like Shelly was doing?

Should resign my seat because of this?

Can I expect legal counsel to come from you, or the town of Eagar manager?

Why did you guys give legal advice to the town of Eagar without consent from their attprney? Was that another lie from Tim. I see how that can seem like an attack directed towards you, but I'm sincerely curious. Did you give legal advice to the town of Eagar or was that all Tim and Brannon Eagar? How many lies haven been repeated to protect Tim and Shelley? You know, for a fact, Tim was lying when he said I never went into his office or met with him. The week before he sent that email all three of us were on the phone in his office with councilman Williams. He lied there as well.

I am not sure what is expected of me. I apologize if I sound aarrogant or angry. I'm just confused and a bit hurt. I so not intend to offend or cause ire.

I am doing the best I can with what I have.

God bless you all and Merry Christmas,

Councilman Florencio Lozoya

From: [Florencio Lozoya](#)
To: [Ted Soltis](#); [Brandon Kavanagh](#)
Subject: dps report
Date: Wednesday, October 15, 2025 5:35:43 PM

Since we have a new town manager, and Ted is who I am supposed to reach our new interim manager and ask again.

Is there. Legal reason we can't share this dps report? Shelly lied when she said we hadn't received it, and that we can't share it.

What's the deal here? Is there a legally protected document?

I look forward to your response.

Florencio

From: Florencio Lozoya
To: Brandon Kavanagh
Subject: dps report
Date: Friday, October 10, 2025 10:17:14 AM

Why is this report being redacted? If it's redacted what will be redacted?

Since it's our PD is with Eager and we have an IGA in place did this report make it to the town of Eagar council?

From: [Ted Soltis](#)
To: [Florencio Lozoya](#)
Subject: Re: Council Member Violation
Date: Friday, November 21, 2025 10:16:14 AM

Correct

Sent from my Verizon, Samsung Galaxy smartphone
Get [Outlook for Android](#)

From: Florencio Lozoya <flozoya@townofspringerville.onmicrosoft.com>
Sent: Thursday, November 20, 2025 10:35:11 PM
To: Ted Soltis <tsoltis@springervilleaz.gov>
Subject: Re: Council Member Violation

So we don't have a meeting next week?

From: Ted Soltis <tsoltis@springervilleaz.gov>
Sent: Thursday, November 20, 2025 3:00 PM
To: Ted Soltis <tsoltis@springervilleaz.gov>
Subject: Council Member Violation

Hello Council Members,

I regret to inform you that we are in the process of investigating a possible violation, by a council member, of Arizona Revised Statutes (ARS) 38-504 (B) Prohibited acts. This would also be a violation of the Town's "Ethics Policy for Elected/Appointed Council Members and Board/Commission Members."

In honor of the holidays, and in light of our rescheduled November council meeting, our next meeting will be on the regularly scheduled meeting date and time January 21, 2026.

Thank you,

Ted Soltis

Interim Town Manager

Re: dps report

From Ted Soltis <tsoltis@springervilleaz.gov>
Date Thu 10/16/2025 7:39 AM
To Florencio Lozoya <flozoya@townofspringerville.onmicrosoft.com>
Cc Kelsi Miller <kmiller@springervilleaz.gov>

Hello Florencio,

Unfortunately, I was not here when the DPS report was generated. So, I'm not completely familiar with all that transpired. According to the Press Release signed by the mayors of both Springerville and Eagar dated 9/18/2025 posted on the Town's website, the Towns "has been instructed by DPS on the significant restrictions on access to the report, especially as additional investigation and action may be taken."

Additionally, "Anyone who wishes to request a copy of the report needs to file a request with the Arizona DPS Records Department directly."

Finally, "The Towns nor the investigator are permitted to share copies, and the ownership of the record is still that of Arizona DPS."

If you have additional questions related to the DPS report or if someone would like a copy, please direct them to DPS.

Thank you,

Ted

From: Florencio Lozoya <flozoya@townofspringerville.onmicrosoft.com>
Sent: Wednesday, October 15, 2025 5:35 PM
To: Ted Soltis <tsoltis@springervilleaz.gov>; Brandon Kavanagh <bkavanagh@mwsowlaw.com>
Subject: dps report

Since we have a new town manager, and Ted is who I am supposed to reach our new interim manager and ask again.

Is there. Legal reason we can't Shae this dps report? Shelly lied when she said we hadn't received it, and that we can't share it.

What's the deal here? Is there a legally protected document?

I look forward to your response.

Florencio

Text question about severance package

From Ted Soltis <tsoltis@springervilleaz.gov>

Date Thu 10/16/2025 7:57 AM

To Florencio Lozoya <flozoya@townofspringerville.onmicrosoft.com>

Cc Kelsi Miller <kmiller@springervilleaz.gov>

Hello Florencio,

This is a response to the text you sent on 10-15-25 at 5:29 pm: "Was there a severance package for chief Merrill?"

Information related to the resignation of Chief Merrill is stored in his personnel file. Any public record request should be directed to our town clerk. You don't have to ask me first. The public makes their request directly to our town clerk. You shouldn't and don't have an additional step to follow.

As I'm sure you know, clerks are trained in how to legally process record requests. They are familiar with the laws, and if they have questions, they seek legal advice. All public records request, whether by the mayor, council, staff, or the general public are treated the same. It is important for the public to know that there is no favoritism. Requests are processed as they are received by the clerk no matter who is requesting the information.

Thank you,

Ted

*WA
Kelsi Miller*

< **F** Florencio ▾



11:11 AM 10:31 AM

Monday, December 29, 2025

Have you seen the emails
Brandon sent me? Asking me
to resign?

9:12 AM

No, that is way outside of
my job description. Please
communicate with Brandon
regarding legal matters

9:13 AM

Lame. Okay.

9:14 AM

When does the mayors
position open up? Is it when
Richard's council term ends?
Or when Shelly's expires?
Does the mayors position
open up this coming fall?

Do I have to resign to run for
mayor?

9:58 AM

The mayor position will be
on the next primary election
(as of now, August 2026, but
in January, legislators will
consider legislation to move it



< **F Florencio** v



The mayor position will be on the next primary election (as of now, August 2026, but in January, legislators will consider legislation to move it up one week) .

No, any official who is up for re-election can run for either mayor or council without resigning to do so

10:03 AM

Thank you.

10:06 AM

Welcome, packets are typically ready to pickup mid January

10:09 AM

Monday, January 5

Can you email last years financial disclosure to me?

It hasn't changed since last year, can we use the same information?

5:22 PM

Yes, I will email it over tomorrow. If the information



< F Florencio v



Monday, January 12

Can you reset my email password?

3:10 PM

I was told you are no longer on the Springerville Council. I can't do anything until directed to do so by my supervisor or legal counsel. I do not want in the middle of this uncomfortable situation. You've voiced you have an attorney, I would recommend having your attorney contact the springerville

View all



3:24 PM

Woah

3:25 PM

Wednesday, January 14

Are you okay?

1:18 PM

Yes sir. All staff is safe

1:18 PM

Thank the Lord!

1:19 PM



< Me
3:24 PM, Jan 12

I was told you are no longer on the Springerville Council. I can't do anything until directed to do so by my supervisor or legal counsel. I do not want in the middle of this uncomfortable situation. You've voiced you have an attorney, I would recommend having your attorney contact the springerville attorney. Sorry I can't be of more help


Copy text


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< **F** Florencio ▾



Sunday, January 11

I'm locked out of my tablet. I can bring it by tomorrow.

I would like to propose two things for the upcoming agenda in our town meeting.

- 1. I want to review the contract we have with our current town manager and take possible action to revoke that contract because it's absurd we are paying 4K a month

View all



7:13 PM

Monday, January 12

Can you reset my email password?

3:10 PM

I was told you are no longer on the Springerville Council. I can't do anything until directed to do so by my supervisor or legal counsel. I do not want in the middle of this uncomfortable situation. You've voiced you have an attorney. I would recommend



< Florencio

7:13 PM, Jan 11

I'm locked out of my tablet. I can bring it by tomorrow.

I would like to propose two things for the upcoming agenda in our town meeting.

1. I want to review the contract we have with our current town manager and take possible action to revoke that contract because it's absurd we are paying 4K a month for three days of work. I would like the position for town manager open to the public and would like Ted to apply as well. We can't afford 4K a month.

2. I want to review our town attorney contract and take action and vote to revoke his contract. I don't feel he is helping the town or our lawsuits. It would be in the best interest to remove him as our attorney.

Can you forward this message to the council and see if any other council members will approve and support my motions.



Copy text



Share



More



< F Florencio



Thursday, January 15

Are you in the office today? 3:14 PM

I just left to head to the middle school basketball game. The office itself is open normal hours today 3:19 PM

I was told by my attorney to give you my town tablet. And record it. 🙄 3:20 PM

Can I drop it off at the middle school? With you? 3:28 PM

In show low
That is where the game is 3:29 PM

Booo. What's the best place to drop this tablet off? 3:32 PM

At town hall . I can let them know you will drop it off at the



< F Florencio



3:19 PM hours today

I was told by my attorney to give you my town tablet. And record it.



3:20 PM

Can I drop it off at the middle school? With you?

3:28 PM

In show low

3:29 PM

That is where the game is

Booo. What's the best place to drop this tablet off?

3:32 PM

3:32 PM

At town hall . I can let them know you will drop it off at the front desk

Ok

Be there around 4:00

3:33 PM

3:49 PM

Okay thank you

