

ARIZONA STATE HOUSE OF REPRESENTATIVES
RESEARCH STAFF



Paul Benny
Legislative Research Analyst
Commerce Committee
Telephone: (602) 926-3848

TO: JOINT LEGISLATIVE AUDIT COMMITTEE

DATE: February 25, 2026

SUBJECT: Sunset Review of the
Arizona Barbering and Cosmetology Board

Attached is the final report of the sunset review of the Arizona Barbering and Cosmetology Board, which was conducted by the House Commerce Committee of Reference.

This report has been distributed to the following individuals and agencies:

Governor of the State of Arizona
The Honorable Katie Hobbs

Speaker of the House of Representative
Representative Steve Montenegro

President of the Senate
Senator Warren Petersen

House Members

Representative Jeff Weninger, Chair
Representative Cesar Aguilar
Representative Walter "Walt" Blackman
Representative Neal Carter
Representative Junelle Cavero
Representative Janeen Connolly
Representative Lupe Diaz
Representative Laurin Hendrix
Representative Betty Villegas
Representative Justin Wilmeth
Representative Michael Way

Arizona Barbering and Cosmetology Board
Office of the Auditor General
Arizona State Library, Archives & Public Records

Office of the Chief Clerk
House Republican Staff
House Democratic Staff
House Research Staff

Senate Resource Center
Senate Republican Staff
Senate Democratic Staff
Senate Research Staff

House of Representatives
Commerce Committee of Reference
Sunset Review of the
Arizona Barbering and Cosmetology Board



Final Report

January 2026

House Members

Representative Jeff Weninger, Chair
Representative Cesar Aguilar
Representative Walter "Walt" Blackman
Representative Neal Carter
Representative Junelle Cavero
Representative Janeen Connolly
Representative Lupe Diaz
Representative Laurin Hendrix
Representative Betty Villegas
Representative Justin Wilmeth
Representative Michael Way

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- II. Appendix
 - a. Minutes and reference materials from the January 13, 2026,
House Commerce Committee of Reference

COR Report 2025

Background

Pursuant to [A.R.S. § 41-2953](#), the Joint Legislative Audit Committee assigned the sunset review of the Arizona Barbering and Cosmetology Board (Board) to the Senate Regulatory Affairs & Government Efficiency Committee of Reference and the House Commerce Committee of Reference.

In 2021, the Legislature consolidated the Arizona Board of Cosmetology and the Arizona Board of Barbers as the Arizona Barbering and Cosmetology Board ([Laws 2021, Chapter 334](#)). The Board is responsible for: 1) adopting rules for the sanitary and safety standards for the practices of barbering, cosmetology, aesthetics, nail technology and hairstyling; 2) prescribing minimum school curriculum requirements for barbers, cosmetologists, aestheticians, nail technicians, hairstylists and instructors; 3) issuing licenses and registrations; 4) investigating complaints and taking disciplinary actions; 5) administering and grading practical and written examinations; and 6) inspecting establishments and schools. The Board consists of the following nine Governor-appointed members: 1) one cosmetologist; 2) two school owners who do not own the same school and one of whom own a school for cosmetology and one for barbering; 3) five public members; and 4) one barber (A.R.S. §§ [32-502](#), [32-504](#), [32-572](#)).

The Board is statutorily set to terminate on July 1, 2026, unless legislation is enacted for its continuation ([A.R.S. § 41-3026.06](#)).

Summary of Committee Activity

Pursuant to [A.R.S. § 41-2954](#), the House Commerce Committee of Reference met on Tuesday, January 13, 2026, to review the Auditor General's Performance Audit and Sunset Review Report ([25-107](#)), consider the Board's responses to the statutorily-outlined sunset factors and receive public testimony.

Committee Recommendation

The House Commerce Committee of Reference recommended that the Board implement the recommendations to the findings of the Auditor General's 2025 Performance Audit and Sunset Review Report and be continued for six years until July 1, 2032.

Appendix A:

January 13, 2026. House Commerce Committee of Reference
Minutes and Reference Materials

ARIZONA HOUSE OF REPRESENTATIVES
Fifty-seventh Legislature - Second Regular Session

COMMITTEE ON COMMERCE

Report of Regular Meeting
Tuesday, January 13, 2026
House Hearing Room 5 -- 2:00 P.M.

RECEIVED
CHIEF CLERKS OFFICE

JAN 20 2026

Convened 2:01 P.M.

Adjourned 4:22 P.M.

Members Present

Representative Aguilar
Representative Blackman
Representative Carter
Representative Cavero
Representative Connolly
Representative Diaz
Representative Hendrix
Representative Villegas
Representative Wilmeth
Representative Way, Vice-Chairman
Representative Weninger, Chairman

Members Absent

Agenda

Original Agenda – Attachment 1

Request to Speak

Report – Attachment 2

Committee Attendance

Report – Attachment 3

Presentations

<u>Name</u>	<u>Organization</u>	<u>Attachments</u> (Handouts)
Liam VanPelt	Arizona Office of the Auditor General Sunset Review-Arizona Department of Gaming	4
	Arizona Office of the Auditor General Sunset Review-Arizona Racing Commission	4
	Arizona Office of the Auditor General Sunset Review-Arizona State Boxing and Mixed Martial Arts Commission	4
Jackie Johnson, Director	Arizona Department of Gaming	5

Katie Grzybowski	Arizona Office of the Auditor General Sunset Review-Arizona Board of Barbering and Cosmetology	9
Frank Migali, Director	Arizona Barbering & Cosmetology Board	10
Katie Grzybowski	Arizona Office of the Auditor General Performance Audit – Arizona Sports and Tourism Authority	12
Tom Sadler, President	Arizona Sports and Tourism Authority	13

Committee Action

	<u>Action</u>	<u>Vote</u>	<u>Attachments</u>
Recommendation	Arizona Department of Gaming Continuation for 2 years	7-4-0-0	6
Recommendation	Arizona Racing Commission Continuation for 6 years	10-1-0-0	7
Recommendation	Arizona Boxing and MMA Commission Continuation for 6 years	11-0-0-0	8
Recommendation	Arizona Board of Barbers and Cosmetology Continuation for 6 years	10-0-0-1	11


 Abby Selvey, Committee Secretary
 January 16, 2026

(Original attachments on file in the Office of the Chief Clerk; video archives available at <http://www.azleg.gov>)

Conv: 2:01 p.m
Adjourn: 4:22 p.m

REVISED #2 - 1/12/26

REVISED #2 - 1/12/26

REVISED #2 - 1/12/26

ARIZONA HOUSE OF REPRESENTATIVES
Fifty-seventh Legislature - Second Regular Session

REGULAR MEETING AGENDA

COMMITTEE ON COMMERCE

DATE Tuesday, January 13, 2026

ROOM HHR 5

TIME 2:00 P.M.

Members of the public may access a livestream of the meeting here:

<https://www.azleg.gov/videooplayer/?clientID=6361162879&eventID=2026011006>

Members:

Representative Aguilar	Representative Connolly	Representative Wilmeth
Representative Blackman	Representative Diaz	Representative Way, Vice-Chairman
Representative Carter, N.	Representative Hendrix	Representative Weninger, Chairman
Representative Cavero	Representative Villegas	

Acting as the House Commerce Committee of Reference

1. Sunset Review of the Arizona Department of Gaming
 - Presentation by the Office of the Auditor General
 - Response by the Department of Gaming
 - Public Testimony
 - Discussion and Recommendation - 2 year cont. 7-4-0-0
2. Sunset Review of the Arizona Racing Commission
 - Presentation by the Office of the Auditor General
 - Response by the Arizona Racing Commission
 - Public Testimony
 - Discussion and Recommendation - 6 year cont 10-1-0-0
3. Sunset Review of the Arizona State Boxing and Mixed Martial Arts Commission
 - Presentation by the Office of the Auditor General
 - Response by the Arizona State Boxing and Mixed Martial Arts Commission
 - Public Testimony
 - Discussion and Recommendation - 6 year cont. 11-0-0-0
4. Sunset Review of the Arizona Board of Barbering and Cosmetology
 - Presentation by the Office of the Auditor General
 - Response by the Arizona Board of Barbering and Cosmetology
 - Public Testimony
 - Discussion and Recommendation - 6 year cont. 10-0-0-1
5. Review of the Office of the Auditor General's Performance Audit of the Arizona Sports and Tourism Authority
 - Presentation by the Office of the Auditor General
 - Response by the Arizona Sports and Tourism Authority
 - Public Testimony
 - Discussion - No Motion

VC
01/07/2026
01/12/2026

People with disabilities may request reasonable accommodations such as interpreters, alternative formats, or assistance with physical accessibility. If you require accommodations, please contact the Chief Clerk's Office at (602) 926-3032 or through Arizona Relay Service 7-1-1.

Information Registered on the Request to Speak System

House Commerce (1/13/2026)

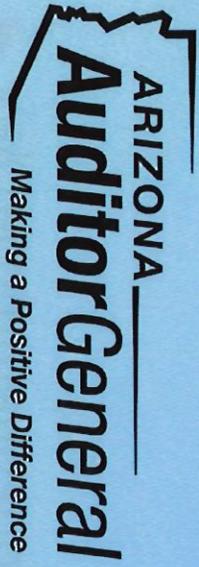
1, Sunset Review of the Arizona Department of Gaming

2, Sunset Review of the Arizona Racing Commission

3, Sunset Review of the Arizona State Boxing and Mixed Martial Arts Commission

4, Sunset Review of the Arizona Board of Barbering and Cosmetology

5, Review of the Office of the Auditor General's Performance Audit of the Arizona Sports and Tourism Authority



Arizona Barbering and Cosmetology Board

Performance Audit and Sunset Review

January 13, 2026

Katie Grzybowski



PRESENTATION OVERVIEW

- ▶ Key context
- ▶ Board's positive performance
- ▶ Problems identified
- ▶ Why the problems matter
- ▶ What led to the problems
- ▶ Key recommendations

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KEY CONTEXT

- ▶ Board established in 1929 to regulate barbering and cosmetology fields in Arizona
 - ▶ Separated into 2 Boards in 1935
 - ▶ Consolidated into 1 Board effective January 2022
- ▶ Board consists of 9 Governor-appointed members
- ▶ Frank Migali serves as executive director
- ▶ Auditor General conducted sunset reviews of Arizona State Board of Cosmetology in 2013 and Arizona State Board of Barbers in 2021

KEY CONTEXT

Board's key responsibilities

- ▶ Issuing licenses and registrations
- ▶ Investigating complaints against licensees and registrants
- ▶ Disciplining licensees who violate statutes and rules
- ▶ Inspecting establishments and schools
- ▶ Providing information to the public about licensees and registrants

OTHER ISSUES IDENTIFIED

Examples of deficiencies identified in the sunset review and 23 additional recommendations to the Board

- ▶ Did not provide statutorily required infection prevention, sanitation, and law education to applicants or require that they complete it prior to issuing licenses
- ▶ Lacked a quality control process to ensure staff evaluated and appropriately approved only qualified applicants
- ▶ Did not include all elements required by its rules in its inspections of schools and establishments
- ▶ Other issues with open meeting law, public records law, and conflict-of-interest processes

OTHER ISSUES IDENTIFIED

Statutory changes that could enable the Board to more effectively fulfill its objective and purposes

- ▶ Statutory definition of aesthetics does not align with licensees' training or scope
- ▶ Board lacks authority to issue cease-and-desist orders to unlicensed practitioners
- ▶ Statute lacks clarity on training requirements for eyelash technicians

RECOMMENDATIONS OVERVIEW

2 recommendations to the Board, including:

- ▶ Follow its disciplinary guidelines policy to discipline licensees consistently
- ▶ Develop and implement policies and procedures to document the rationale for deviations from the policy

WHAT LED TO THIS PROBLEM

- ▶ Board used discretion rather than following established policies in taking actions against licensees
- ▶ Board lacked a process for documenting reasons for taking actions inconsistent with disciplinary guidelines

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WHY THE PROBLEM MATTERS

Board's failure to take enforcement action against licensees for violations consistent with its policy:

- ▶ Increases risk of public harm if licensees do not see discipline as a deterrent or if consumers are perceived as unprotected
- ▶ Increases risk of allegations of unequal treatment of licensees

EXAMPLES

Board took inconsistent enforcement actions among licensees with similar violations and lacked documentation supporting its determination of some enforcement actions

- ▶ Board imposed \$500 civil penalty for 1 licensee but dismissed complaints against 3 other licensees for operating without an establishment license required by statute
- ▶ Board imposed \$500 civil penalty for 2 licensees but issued a letter of concern to 1 other licensee for possessing a prohibited hazardous substance

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POSITIVE PERFORMANCE

- ▶ Timely issued licenses/registrations for applications auditors reviewed from CY 2024
- ▶ Timely resolved complaints auditors reviewed
- ▶ Prescribed school curriculum requirements in accordance with statute

KEY PROBLEM IDENTIFIED

Board failed to take enforcement action against licensees for violations consistent with its policy

- ▶ Board policy outlines disciplinary actions it can take after substantiating a licensee violation
 - ▶ Issue letter of concern or civil penalty
- ▶ Board issued inconsistent disciplinary actions among licensees with no documented reasons for doing so

PRIOR RECOMMENDATIONS

Board's status in implementing 23 recommendations from our 2021 sunset review

Implementation status	Number of recommendations
 Implemented	8 recommendations
 Implemented in a different manner	2 recommendations
 No longer applicable—superseded by new recommendation(s)	13 recommendations

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UNRECORDED



Arizona Barbering and Cosmetology Board

Performance Audit and Sunset Review

January 13, 2026
Katie Grzybowski





ARIZONA

BARBERING & COSMETOLOGY
BOARD

**Committee of Reference -
House Commerce**
January 13, 2026

Mission, Vision

BCB MISSION

To protect the public's health and safety, our agency will license qualified schools, establishments, and individuals, and ensure compliance with state statutes and regulations.

BCB VISION

Provide quality and timely service through world-class customer care.



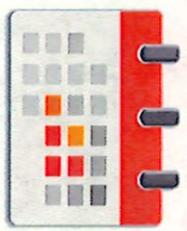
Overview - Performance/Sunset Audit

- Conducted January - September 2025
- Audit Included:
 - One Finding
 - Two Recommendations
 - 23 Recommendations
- BCB Agrees with the finding and recommendations and is committed to implementation of all items.
- Taken action on most recommendations, with a plan for the remaining.

Implementation - Finding

- Finding:
 - *“Board failed to take enforcement action against licensees for violations consistent with its policy, increasing the risk of harm to the public and unequal treatment of licensees.”*
- Recommendations:
 - *“Board failed to take enforcement action against licensees for violations consistent with its policy, increasing the risk of harm to the public and unequal treatment of licensees.”*
 - Updated Board Disciplinary Parameters - Effective January 1, 2026
 - *“The Board will establish and implement written policies and procedures to document all mitigating and aggravating factors that lead Board members to a deviation from its disciplinary guidelines.”*
 - Established and Implemented Policy & Procedure - Effective November 21, 2025

Recommendation Implementation Timeline



Today:

Jan 31:

June 30:

7 Recommendations Implemented

+9 Recommendations (In Progress, 74% Complete)

+7 Recommendations (In Progress, 56% Complete)

2025 License Issuance Data



3,903

New Exam Applications Approved

Average Timeframe: **3** Business Days



1,846

New Establishment Applications Approved

Average Timeframe: **3** Business Days



1,671

New Reciprocity Applications Approved

Average Timeframe: **2** Business Days

2025 Customer Service Data



47,239

Board staff handled
Phone Calls



Average Wait Time

13:14



13,652

Board staff received
and responded to Emails



Average Response Time: **Four Business Days**

2025 Compliance Data



3,625

Board staff inspected Establishments



Average Satisfaction Rating: **86%**



143

Board staff investigated
Consumer Complaints



599

Complaints Received

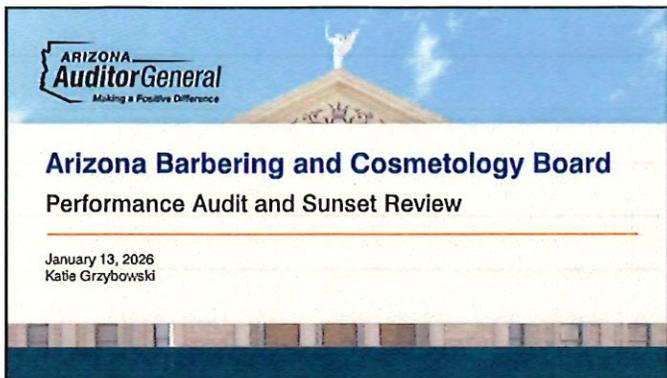
27% Fell Within Our Jurisdiction

and Were Assigned for Investigation

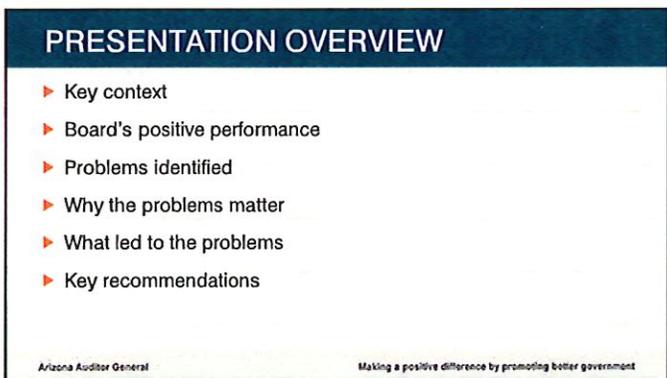
Appreciation & Acknowledgement

- The Auditors
- The Committee of Reference
- Arizona Barbering & Cosmetology Team

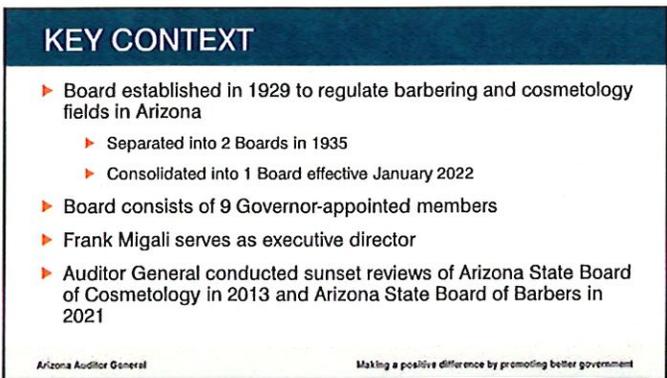




1



2



3

KEY CONTEXT

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WHAT LED TO THIS PROBLEM

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Arizona Barbering and Cosmetology Board

Performance Audit and Sunset Review

January 13, 2026
Katie Grzybowski

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ARIZONA HOUSE OF REPRESENTATIVES
Fifty-seventh Legislature - First Regular Session

ROLL CALL VOTE

COMMITTEE ON Commerce BILL NO. Recommendation

DATE 1-13-26 MOTION: Board of Barbers & Cosmetology Cont. 10 years

	PASS	AYE	NAY	PRESENT	ABSENT
Aguilar		✓			
Blackman		✓			
Cavero					✓
Connolly		✓			
Diaz		✓			
Hendrix		✓			
Villegas		✓			
Wilmeth		✓			
Way, Vice-Chairman		✓			
Weninger, Chairman		✓			
<u>Carter</u>		✓	0	0	1

10
Jana Baker
 COMMITTEE SECRETARY

APPROVED:
Jeff Weninger
 JEFF WENINGER, Chairman
 MICHAEL WAY, Vice-Chairman

ATTACHMENT 11