



**CIVIL SERVICE COMMISSION  
HEARING IN THE MATTER OF  
KEITH CUBBERLEY  
MONDAY, OCTOBER 3, 2022, 9:00 AM  
TUESDAY, OCTOBER 4, 2022, 9:00 AM  
THURSDAY, OCTOBER 6, 2022, 10:00 AM**

City Hall  
255 W. Alameda, 1<sup>st</sup> Floor Conference Room, Tucson, AZ 85701  
And  
Remotely through technological means as permitted under Arizona Law

**LEGAL ACTION REPORT**

---

**ACTION TAKEN:**

A Quorum of the Civil Service Commission consisting of Chair Paul Fimbres and Commission Members Becky Montaño and Carol West, met on Monday, October 3, Tuesday, October 4, and Thursday, October 6, 2022 for the Demotion matter of Keith Cubberley.

A motion by Chair Fimbres, duly seconded, to deny the appeal of Keith Cubberley and uphold the Demotion, was passed by a vote of 3 to 0.

Adjournment Thursday, October 6, 2022, 12:14 PM