



CITY OF TUCSON CIVIL SERVICE MEETING NOTICE & AGENDA

DATE: Wednesday, October 22, 2025
TIME: 9:00 A.M.
LOCATION: City Hall, 255 W. Alameda
1st Floor East – Conference Room

MEETING NOTE: This meeting will be held remotely through technological means, as permitted under Arizona law, as well as in person.

IN PERSON ATTENDANCE BY MEMBERS OF THE PUBLIC IS AVAILABLE

- A live stream of the meeting will be broadcast to allow members of the public to view and listen to the meeting online at this location: [Join the meeting now](#)
- Individuals wishing to speak during the Call to the Audience (subject to technological availability) will join the meeting via teleconference or in person. You must submit a written request to Reina Gallego at Reina.Gallego@tucsonaz.gov. The email should include your name and the phone number you will use for the teleconference if you do not attend in person. The phone number will be used to identify the individual when/if being called upon to speak. Once your request to speak has been received, you will be provided instructions on how to connect to the teleconference.

Requests to speak must be submitted no later than 5:00 P.M. October 21, 2025.

QUARTERLY MEETING

NOTE: COMMISSION MAY TAKE ACTION ON A TOPIC/ISSUE THAT IS SCHEDULED ON THIS AGENDA.

- Call to Order / Roll Call

1. Call to Audience

NOTE: ON THE CALL TO THE AUDIENCE, THE COMMISSION IS UNABLE TO TAKE ANY ACTION AND CAN ONLY DIRECT THAT THE TOPIC/ISSUE BE PUT ON THE AGENDA FOR EITHER THE NEXT QUARTERLY OR THE NEXT SCHEDULED BUSINESS MEETING.

2. Approval of Minutes for April 2025 Quarterly Meeting.
3. Approval of 2026 Quarterly Meetings schedule.
4. Administrative Review – Former COT employee, Keith Jacobs, removed from the eligibility list for employment with the City of Tucson.
5. Presentation of COT Skillbridge program – Matthew Langseth, Military Veteran Coordinator.
6. Review and discussion of appeal hearing process – Paul Fimbres, Chairman
7. Update of vacant commissioner seat.

8. Other Business

- City Attorney updates
- Upcoming appeal hearings
 - A. Jimenez (termination appeal) scheduled for December 10 – 15, 2025
 - P. Kimnitz (termination appeal) scheduled for January 26 – 28, 2026
 - M. Dietzman (appeal of demotion) – hearing date pending

Pursuant to A.R.S. Subsection 38-431.02, notice is hereby given that a meeting will be conducted at the time and date set forth above on the matter(s) herein described. On the meeting date set forth above, and on any subsequent date or dates to which this meeting may be continued, the Civil Service Commission may conduct one or more Executive Sessions for any or all of the following purposes:

- a. Discussion or consideration of employment, assignment, appointment, promotion, demotion, dismissal, salaries, disciplining or resignation of a public officer, appointee, or employee of the City of Tucson, pursuant to A.R.S. §38-431.03(A)(1); and/or
- b. Discussion or consideration of records exempt by law from public inspection, pursuant to A.R.S. §38-431.03(A)(2).
- c. Discussion or consultation for legal advice with the attorney or attorneys of the Commission pursuant to A.R.S. §38-431.03(A)(3); and/or
- d. Discussion or consultation with the attorneys of the Commission in order to consider its position and instruct its attorneys regarding the Commission's position in pending or contemplated litigation, pursuant to A.R.S. §38-431.03(A)(4).

Teri J. Traaen, Ed.D., D.P.A.
PSHRA SCP; SHRM SCP
Director - Human Resources

DATED: October 20, 2025