



**CIVIL SERVICE COMMISSION
QUARTERLY MEETING
9:00 AM - WEDNESDAY, JANUARY 21, 2026**

Tucson City Hall
255 W. Alameda Street, 1st Floor Conference Room East
Tucson, Arizona 85701
LEGAL ACTION REPORT

1. Call to Order at 9:08 AM
2. Roll Call – A Quorum was established. Present: Chairperson Paul Fimbres, Commissioner Michael Mathieu (joined remotely), Commissioner Eddie Rios, and Commissioner Paula Wilk. Vice Chairperson Rebecca Montano was absent excused. Also present were Donna Aversa, Legal Counsel for the Commission, Teri Traaen, HR Director & Commission Secretary, Jennifer Stash, Chief Deputy City Attorney, and Robert Stevenson, HR Staff Assistant & Recording Secretary, Emely Taylor, HR Deputy Director, Helen Smart, HR Deputy Director,.
3. The Commission expressed their condolences on the loss of Vice Chairperson Rebecca Montano’s husband.
4. Introduction of New Civil Service Commissioner, Paula Wilk – Members of the Commission welcomed Ms. Wilk. Ms. Wilk made brief comments about serving and looking forward to being part of the group.
5. Call to Audience – No one addressed the Commission.
6. Approval of the October 2025 Quarterly Meeting Minutes – A motion was made by Commissioner Rios, duly seconded, and passed by a voice vote of 3-0, to approve the minutes of the quarterly meeting held on October 22, 2025.
6. SkillBridge Intern Employment Options – Chairman Fimbres moved item six (6) up one spot to improve the flow of the meeting. Dr. Teri Traaen, City of Tucson Director of Human Resources, gave an update on research on how to develop a method to identify and remove barriers within the Civil Service System to the permanent employment of SkillBridge military veterans. Dr. Traaen explained research into the Civil Service Rules and how no action needs to be taken by the Civil Service Commission or the Mayor and Council to develop an eligibility list of SkillBridge veterans.
5. Other Business
 - a. The Commission discussed upcoming hearings. They confirmed dates and discussed which Commissioners might sit on the panels for the hearings. The Commission directed Recording Secretary Robert Stevenson to confirm which members will serve on panels for the hearings and update them via email.
 - P. Kemnitz (termination appeal) – January 26 – 28, 2026
 - M. Dietzman (demotion appeal) – February 24-25 and March 3, 2026
 - M. Brown (termination appeal) – March 9 – 11, 2026
 - S. Urias (termination appeal) – March 23 – 25, 2026
 - J. McMurrich (termination appeal) – April 6 – 10, 2026
 - b. The Commissioners discussed adding items to future topics to quarterly meeting agendas. They were encouraged by Jennifer Stash, Teri Treaan, and Donna Aversa to add anything they would like ahead of time by submitting to Teri’s office.
6. Having no further items to discuss, the quarterly meeting adjourned at 10:10 AM.