



CIVIL SERVICE COMMISSION

City of Tucson

Minutes

QUARTERLY MEETING

July 24, 2024

A quorum of the Civil Service Commission of the City of Tucson met on Wednesday, July 24, 2024, at 9:33 AM for their Quarterly Meeting. The meeting was held at City Hall, 255 W. Alameda, 1st Floor Conference Room in Tucson, AZ. The hearing was made accessible remotely through technological means as permitted under Arizona law as well as in person.

Present were Chairperson Paul Fimbres and Commission Members Rebecca (Becky) Montaña, Eduardo (Eddie) Rios, Carol West and Michael (Mick) Mathieu. Staff present were Teri Traaen, Interim HR Director, Elsa Quijada, HR Deputy Director & Commission Secretary designee; Reina Gallego, HR Administrative Assistant & Recording Secretary. Also present were Julieanne Hughes and Jennifer Stash, Assistant City Attorneys. Donna Aversa, Legal Counsel for the Commission appeared remotely,

The Civil Service Commission opened the quarterly meeting with call to order and roll call.

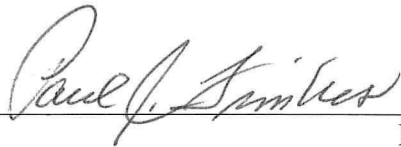
1. Call to the audience - No one addressed the Commission.
2. Teri Traaen was introduced as the Interim Human Resources Director.
3. Commissioner West made a motion to approve the minutes from the April 24, 2024, Quarterly Meeting. The motion was duly seconded and passed with an oral vote of 5-0.
4. Commissioner Mathieu made a motion to approve the minutes from the Keith Jacobs appeal hearing held on June 17, 2024. The motion was duly seconded and passed with an oral vote of 5-0.
5. Elsa Quijada made a presentation to the Commission on the driving requirements for City of Tucson employees. Members of the commission asked clarifying questions.
6. Elsa Quijada gave an update on the cleanup of Gender-Neutral Language in the Civil Service Rules. Reported there were not many changes needed and that HR would like to wait until the new HR director is in place. Short discussion followed after which the Commission agreed to the hold.
7. Upcoming hearings: None scheduled at this time.
8. Upcoming agenda items -

Julie Hughes advised the Commission that in Civil Service Rule 9, Section 4A there is a sentence that needs to be removed. The stand-alone sentence reads "Employees participating in end of service incentives may not rescind his/her resignation." Ms. Hughes stated that this sentence violates the ADEA as there has to be a rescission period on any incentive retirement program.

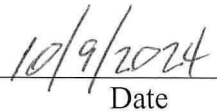
Ms. Hughes announced that she will be retiring from the City in August and that with Jennifer Stash taking over her current role, Jennifer Bonham will be taking over the Civil Service Appeals.

Chairman Fimbres announced that the next quarterly meeting scheduled for October 23, 2024, would need to be rescheduled due to conflicts in schedules. After a brief discussion the new date was set for Wednesday, October 9, 2024, at 9:00am. HR will notify the Clerk's office of the change.

Having no further items to discuss, the quarterly meeting adjourned at 10:08 A.M.



Paul Fimbres, Chairperson
Civil Service Commission


Date