



**QUARTERLY MEETING**  
**January 22, 2025**

A quorum of the Civil Service Commission of the City of Tucson met on Wednesday, January 22, 2025, at 9:15 AM for their Quarterly Meeting. The meeting was held at City Hall, 255 W. Alameda, 8<sup>th</sup> Floor Training 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) Montañño, Carol West, Eduardo (Eddie) Rios and Michael (Mick) Mathieu. Staff present were Teri Traaen, HR Director & Commission Secretary, Emely Taylor, HR Deputy Director and Reina Gallego, HR Executive Assistant & Recording Secretary. Also present were Donna Aversa, Legal Counsel for the Commission, Jennifer Bonham, Jennifer Stash and Shelley Tolman, Assistant City Attorneys.

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. A motion was made by Commissioner West, and duly seconded, to approve the minutes of the Civil Service Quarterly Meeting held on October 9, 2024. Motion was passed by a voice vote of 5-0.
3. Director Traaen introduced new Deputy Director Emely Taylor. Chairman Fimbres asked for contact information for Ms. Taylor. Reina Gallego will provide the staff with the information.
4. The upcoming election of a new Chairperson and Vice Chairperson was discussed. The election will occur at the next quarterly meeting scheduled for April 23, 2025.
5. Announcements:

Ms. Aversa announced that the Dupont appeal has been withdrawn and the hearing cancelled.

With regards to the previous appeal from Ryan Remington, Ms. Aversa announced that the Pima County Attorney's office is not pursuing criminal charges against Mr. Remington. Commissioner Rios asked if that decision had any affect on the Commission's decision to uphold the termination of Mr. Remington. Ms. Aversa advised it does not.

Ms. Aversa announced that counsel for Keith Cubberly filed two special actions on the Commission's decisions. Opening briefs have been filed and the next step is for the City Attorney to file a response brief. Chairperson Fimbres gave the Commission a brief refresh on the cases and a discussion followed.

Commissioner West announced that her term on the commission will be expiring March 25, 2025 and she will not be seeking re-appointment. She asked that we advise the City Clerk's office that a replacement will need to be appointed. Ms. West will continue to serve until an appointment is made.

Commissioner Rios asked on the status of Fire and Police recruiting status and the upcoming academies. Director Traaen gave a brief overview – 83 vacancies for Police. Indications are that all slots in academy classes fill up, but the process of the academy leads to some recruits dropping out. Discussion followed regarding incentives and signing bonuses being offered and mentorship opportunities for current employees. Director Traaen gave a brief summary of the current supervisory academies being held as well as partnerships the City is working on.

The Commission requested a presentation by HR at the next quarterly meeting discussing the City budget with regards to hiring new police officers, a projection of the number of city wide positions expected, impact of the recruitment efforts in the community, impact of upcoming bond initiatives to the hiring budget.

With regards to the next quarterly meeting scheduled for April 23rd, Director Traaen commented that it's possible with the current 2026FY compensation plan being presented at the start of April, HR may find itself very busy handling appeals and asked for a timeframe of when to request a change in meeting date. Chairman Fimbres asked that we keep the meeting date, if possible, for scheduling planning purposes.

Having no further items to discuss, the quarterly meeting adjourned at 9:47 A.M. The next meeting is set for Wednesday, April 23, 2025.

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Paul Fimbres, Chairperson  
Civil Service Commission

Date