



## QUARTERLY MEETING October 9, 2024

A quorum of the Civil Service Commission of the City of Tucson met on Wednesday, October 9, 2024, at 9:05 AM for their Quarterly Meeting. The meeting was held at City Hall, 255 W. Alameda, 1<sup>st</sup> 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) Montañño, Carol West and Michael (Mick) Mathieu. Commissioner Eduardo (Eddie) Rios was absent excused. Staff present were Teri Traaen, Interim HR Director & Commission Secretary; Reina Gallego, HR Executive Assistant & Recording Secretary, and Robert Stevenson, HR Staff Assistant. 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 Frank Yanez Appeal of Termination hearing that was held on September 9, 2024. Motion was passed by a voice vote of 4-0.
3. A motion was made by Commissioner Montano, and duly seconded, to approve the minutes of the Civil Service Quarterly Meeting held on July 24, 2024. The motion was passed by a voice vote of 4-0.
4. Jennifer Stash from the City Attorney's Office gave an overview of the previously proposed move to whole list certification for all city departments (Rule V, Section 2). She reviewed that currently Fire, Police and Communications are the only departments to do whole list certifications when doing recruitments and the reasons why. Director Traaen explained the current job market nationally and the City HR's current recruitment process. Discussion followed and Commissioners asked clarifying questions. It was decided that no changes to the rule would be made at this time.

Commissioner Montano requested HR present an update on the changes to the City recruitment process be made to the board. It was decided to put this item on an upcoming agenda.

5. The 2025 Quarterly Meetings schedule was adopted. Meetings will be held on the 4<sup>th</sup> Wednesday of the month as follows: January 22, 2025, April 23, 2025, July 23, 2025 and October 22, 2025. Chairman Fimbres noted that these dates can be flexible moving forward if needed.

6. Other Business:

Jennifer Stash introduced the newest attorney to the Employment Unit – Shelley Tolman.

Commissioner Montano asked for clarification on an appellant having an attorney or not citing the recent Yanez hearing as an example. Ms. Aversa provided clarification and a discussion followed.

Having no further items to discuss, the quarterly meeting adjourned at 9:33 A.M.

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Paul Fimbres, Chairperson  
Civil Service Commission

Date