



CITY OF TUCSON CIVIL SERVICE COMMISSION MEETING NOTICE & AGENDA

DATE: Wednesday, April 15, 2026
TIME: 9:00 A.M.
LOCATION: Tucson City Hall
255 W. Alameda St.
Tucson, AZ 85701
First Floor East Conference Room

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

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 through Microsoft Teams.

Join: <https://teams.microsoft.com/meet/24600621275047?p=9HIYxef7cRcUK78Ue0>

Meeting ID: 246 006 212 750 47

Passcode: t35sS34S

Dial in by phone

[+1 213-293-2303,486076470#](tel:+12132932303486076470) United States, Los Angeles

[Need help?](#)

Individuals wishing to speak during the Call to the Audience (subject to available technology) will join the meeting via Teams or in person. You must submit a written request to Robert Stevenson at robert.stevenson2@tucsonaz.gov. The email should include your name and how you will participate in the meeting, either in-person or via Teams. Once your request to speak has been received, you will be provided with instructions on how to join and participate in the meeting.

Requests to speak must be submitted no later than 4:00 P.M. on April 14, 2026.

QUARTERLY MEETING

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

1. Call to Order / Roll Call
2. Call to Audience



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NOTE: DURING 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.

3. Approval of Minutes from January 2025 Quarterly Meeting
4. Approval of Minutes from January 2026, Paul Kemnitz Termination Appeal Hearing
5. Update on Civil Service Commission Vacancy
6. Administrative Review
 - a. David Garcia
7. Other Business
 - a. Upcoming Appeal Hearings
 - Cathy Haanpaa (termination appeal) – April 22, 23, and 24, 2026
 - Daniel Otero Moreno (termination appeal) – May 26, 2026
 - S. Urias (termination appeal) – June 2 and 3, 2026
 - b. Next Quarterly Meeting
 - i. July 15, 2026
 - c. New Process for Paying Commission Member Stipends
8. Adjourn

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, discipline 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.
IPMA-HR SCP; SHRM SCP
Director - Human Resources

SUBMITTED: April 13, 2026