



**LEGAL ACTION REPORT**

**CIVIL SERVICE COMMISSION**  
**HEARING IN THE MATTER OF:**  
**PAUL KEMNITZ APPEAL OF TERMINATION**

Monday, January 26, 2026, 9:00 a.m.  
Tuesday, January 25, 2026, 9:00 a.m.  
Wednesday, January 26, 2026, 9:00 a.m.

Tucson City Hall  
255 W. Alameda Street, Mayor and Council Chambers  
Tucson, Arizona 85701

**Action Taken:**

A quorum of the Civil Service Commission consisting of Chairperson Paul Fimbres, Commission Members Michael (Mick) Mathieu (who participated remotely) and Paula Wilk, met on Monday, January 26, 2026, Tuesday, January 27, 2026, and Wednesday, January 28, 2026, for the termination matter of Paul Kemnitz.

A motion by Chairperson Fimbres moved to deny Appellant Paul Kemnitz's appeal and affirm the disciplinary action for the reason that there was just cause for the discipline imposed by the City. Commissioner Wilk duly seconded. The motion passed by a voice vote of 3 to 0.

The chairman adjourned the hearing at 11:04 A.M. on Wednesday, January 26, 2026.