



CIVIL SERVICE COMMISSION  
QUARTERLY MEETING  
LEGAL ACTION REPORT

Wednesday, April 15, 2026, 9:00 a.m.

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

Action Taken:

1. Call to Order / Roll Call: A quorum of the Civil Service Commission (CSC) consisting of Chairperson Paul Fimbres, Vice Chairperson Rebeca Montaña, and Commission member Paula Wilk, met on Wednesday, April 15, January 26, 2026. Commissioner Michael Mathieu was absent/excused.

Also present were Donna Aversa, Legal Counsel to the CSC, Dr. Teri Traaen, Human Resource Director, CSC Secretary, Robert Stevenson, Staff Assistant for Human Resources, CSC Recording Secretary, and from the City Attorney's Office; Principal Assistant City Attorney, Lupe Garcia, and Lead Civil Attorney, Michelle Saavedra.

2. Call to Audience: There were no requests submitted to speak.
3. Approval of January 2026 Quarterly Meeting Minutes: Commissioner Wilk moved and Vice Chair Montaña seconded, the minutes be approved. The motion was carried by a voice vote of 3 to 0.
4. Approval of January 2026 Paul Kemnitz Termination Appeal Hearing Minutes: Commissioner Wilk moved and Vice Chair Montaña seconded, the minutes be approved. The motion was carried by a voice vote of 3 to 0.
5. Update on Civil Service Commission Vacancy: Dr. Traaen updated the Commission on recruiting efforts to fill the current vacancy. Chairperson Fimbres, Dr. Traaen and Recording Secretary Stevenson, discussed meeting with the City Clerk about the recruitment. The Commission asked for regular updates via email on the recruitment efforts from the HR Department.
6. Administrative Review, David Garcia: Dr. Traaen presented an Administrative Review which was requested by Mr. Garcia after his offer of employment was rescinded by Tucson Water in October 2025. Mr. Garcia was not in attendance. The Commission asked clarifying questions. Chairperson Fimbres moved to deny the appeal and uphold the decision by the City. Vice Chair Montaña seconded. The motion passed 2 to 1 by a voice vote. Commissioner Wilk was the dissenting vote.



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7. Other Business: The Commission discussed their calendar for pending appeal hearings and the next quarterly meeting.
  - a. Cathy Haanpaa (termination appeal) – April 22, 23, and 24, 2026
  - b. Daniel Otero Moreno (termination appeal) – May 26, 2026
  - c. Shelly Urias (termination appeal) – June 2 and 3, 2026
  - d. Next Quarterly Meeting – July 15, 2026

The Commission requested the Recording Secretary confirm the dates and who will be participating as panel members for the appeal hearings to make sure there are quorums for each one. It also requested information on the Moreno hearing be sent to participating members.

8. New Process for Paying Commission Member Stipends: Mr. Stevenson briefly explained he will be using an updated process for paying the stipends to Commission members.
9. Chairperson Fimbres adjourned the meeting at 10:11 a.m.