



CIVIL SERVICE COMMISSION
QUARTERLY MEETING
LEGAL ACTION REPORT

Wednesday, July 15, 2026, 9:09 a.m.

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

Action Taken:

Call to Order / Roll Call: A quorum of the Civil Service Commission (CSC) consisting of Chairperson Paul Fimbres, Vice Chairperson Rebeca Montano, and Commission members Michael Mathieu and Paula Wilk, met on Wednesday, July 15, 2026.

Also present were Donna Aversa, Legal Counsel to the CSC; Dr. Teri Traaen, Human Resource Director and CSC Secretary; Robert Stevenson, Staff Assistant for Human Resources and CSC Recording Secretary; City of Tucson Human Resources Department Deputy Directors Helen Smart and Emely Taylor Lupe Garcia, Principal Assistant City Attorney, City Attorney's Office.

Call to Audience: There were no requests to speak.

The Chairperson tabled items #4, #5, and #7. The Commission requested the Recording Secretary reformat items #4 and #5 before they are approved. Item #7 may be discussed at a future Civil Service Commission meeting.

Update on Civil Service Commission Vacancy: HR Director Teri Traaen updated the Commission on the search to fill its current vacancy. The HR Department will update Commission members by the end of the week if the nomination moves forward on the August 5 Mayor and Council agenda.

Other Business: The Commission discussed the dates and times for pending appeal hearings and the next quarterly meeting.

Jay Calhoun Zenzen (Question of Jurisdiction) – July 27, 2026
Ricardo Chao (Termination Appeal) – July 29 and 30, 2026
Mercadez Urias (Termination Appeal) – September 9, 10, and 14, 2026
Next Quarterly Meeting – October 21, 2026

Chairperson Fimbres adjourned the meeting at 9:18 a.m.