



CITY OF

TUCSON

CITY OF TUCSON
CIVIL SERVICE COMMISSION
SPECIAL MEETING NOTICE & AGENDA

HEARING IN THE MATTER OF:
Ricardo Chao
Appeal of Termination
City of Tucson Human Resources Department

Teri Traaen, Director
Human Resources

Date: July 29, 2026 (Day 1)
Time: 8:30 A.M.
Location: Tucson City Hall, First Floor Conference Room
255 W Alameda St.
Tucson, AZ 85701

MEETING NOTE: This hearing will be held in person, and streamed, as permitted under Arizona law.

This hearing can be accessed from your computer, table, or smartphone by using the following information.

Microsoft Teams Meeting | [Need help?](#)

Join: <https://teams.microsoft.com/meet/264454640278465?p=GUDT9or1kO4oS8UUpA>

Meeting ID: 264 454 640 278 465

Passcode: Sm7nd2jZ

Dial in by phone

[+1 213-293-2303](tel:+12132932303), [822532222#](tel:+1822532222) United States, Los Angeles

[Find a local number](#)

Phone conference ID: 822 532 222#

For questions about this hearing, email Robert.Stevenson2@tucsonaz.gov.

You may also call (520) 791-4241.

IN-PERSON ATTENDANCE BY MEMBERS OF THE PUBLIC
MAY BE LIMITED BASED ON ROOM CAPACITY.

SPECIAL MEETING

1. Appeal of Termination Hearing for Ricardo Chao
2. Adjourn



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Pursuant to A.R.S. Subsection 38-431.02, notice is hereby given that a hearing will be conducted at the time and date set forth above on the matter(s) herein described. On the hearing date set forth above, and on any subsequent date or dates to which this hearing 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, disciplining 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 from public inspection, including the receipt and discussion of information or testimony that is specifically required to be maintained as confidential by state or federal law, 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 public body in order to consider its position and instruct its attorneys regarding the Commission's position in pending or contemplated litigation, or in settlement discussions conducted in order to avoid or resolve litigation, pursuant to A.R.S. §38-431.03(A)(4);

Requests for continuances must be received in writing with specific justification and received by the Secretary of the Civil Service Commission not less than seventy-two (72) hours prior to the scheduled hearing. Requests for continuances received less than 72 hours in advance of the hearing may not be acted upon by the Civil Service Commission. The request must also include an acknowledgement that the employee is waiving the right to a hearing within the forty-five (45) day period. In the event that the decision of the appointing officer is overturned, the Civil Service Commission may decline to award back pay for the time of any continuance granted at the request of the appellant.

SUBPOENAS MUST BE REQUESTED AS FAR IN ADVANCE AS POSSIBLE. PLEASE PROVIDE EIGHT (8) COPIES OF EXHIBITS YOU PLAN ON HAVING ADMITTED INTO EVIDENCE FOR THE RECORD, COMMISSION, YOURSELF, OPPOSING COUNCIL, AND THE TESTIFYING WITNESS. APPELLANT'S EXHIBITS ARE TO BE IDENTIFIED BY NUMBERS; CITY EXHIBITS ARE TO BE IDENTIFIED BY LETTERS BEGINNING WITH "B" (EXHIBIT A SHALL CONSIST OF THE NOTICE OF HEARING, PARF AND APPELLANT'S NOTICE WITH ATTACHMENTS.

Date Filed: July 21, 2026