



CIVIL SERVICE COMMISSION
MEETING MINUTES IN THE MATTER OF:
MATTHEW DIETZMAN APPEAL OF DEMOTION

Tuesday, February 24, 2026 – Day One

A quorum of the City of Tucson Civil Service Commission (CSC) met on Tuesday, February 24, 2026, to hear Matthew Dietzman's appeal of his demotion from Sergeant to Officer with the Tucson Police Department (TPD). The hearing was held in open session.

Present for the entire hearing and constituting the quorum were Civil Service Commission Chairperson Paul Fimbres, Commissioner Rebecca Montaña, and Commissioner Paula Wilk. Also present were Donna Aversa, Legal Counsel to the CSC, Dr. Teri Traaen, Human Resource Director serving as CSC Secretary, and Robert Stevenson, Staff Assistant for Human Resources serving as CSC Recording Secretary.

Chief Deputy City Attorney Jennifer Stash was present representing the Tucson Police Department with Stacie Schaner, Assistant Chief Tucson Police Department present as the Department representative.

Samantha Caplinger, Attorney, was present representing Appellant Matthew Dietzman, who was present.

Chairperson Fimbres called the session to order at approximately 9 a.m.

Chairperson Fimbres read the Opening Statement and asked if there were any preliminary matters to discuss. None were brought up.

The Rule was invoked excluding witnesses from the proceedings unless testifying.

The witnesses were sworn in as they appeared at the hearing:

1. Lieutenant David Fritsch
2. Lieutenant Lissette Gomez
3. Lieutenant Brian Cororan
4. Captain Adam Kidd
5. Assistant Chief Stacie Shaner
6. Officer Matthew Dietzman

City's Exhibits Admitted

EXHIBIT A

- Tab 1 – Notice of Intent to Discipline
- Tab 2 – Notice of Intent to Demote
- Tab 3 – Attachment A
- Tab 4 – Notice of Decision Appealable Action
- Tab 5 – Employee's Right to Civil Service Appeal



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Tab 6 – Personnel Action Request (PARF)
Tab 7 – Matthew Dietzman's Appeal Letter

EXHIBIT B

Tab 1 – Human Resources Personnel File
Tab 2 – Tucson Police Department Personnel File
Tab 3 – Office of Professional Standards File- OPS 25-0190

- Chain of Command (COC) Documents
- Administrative Documents
- Investigative Summary
- Investigative Documents
- Focus Interview Transcript
- Personnel Report
- Chain of Command (COC) Personnel Report
- Discipline Documents
- Emails

Tab 4 – TPD General Orders: Code of Conduct

- GO 1330.2- Obedience to General Orders, Policies and Procedures Required
- GO 1330.7- General Standards of Expected Conduct
- GO 1330.10- Criminal Conduct Prohibited

Tab 5 – TPD General Orders: Hiring and Workplace Policies

- GO 4145.4- DUI Offenses While On- or Off-Duty

Tab 6 – TPD Discipline Guide
Tab 7 – Tucson City Code, Article 1, § 10-3: Definition of "Just Cause"
Tab 8 – Photos
Tab 9 – OPS 25-0190- admitted into the record on a flash drive the Body Worn Camera (BWC)/Video of the Focus Interview of Matthew Dietzman

Appellant's Exhibits Admitted

EXHIBIT D

Tab 1 – Comparative Case – Carlson
Tab 2 – Comparative Case – Fedor
Tab 3 – Comparative Case – Callan OPS History
Tab 4 – Comparative Case – Doward OPS History

EXHIBIT E

Tab 5 – A.R.S. § 38-1101
Tab 6 – A.R.S. §§ 38-1102, 38-1103, 38-1104
Tab 7 – A.R.S. § 38-1106



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Tab 8 – Berndt v. Arizona Dept. of Corrections, 2387 Ariz. 524, 363 P.3d 141 (App. 2015)

For clarity, “Appellant” refers to the Appellant’s attorney, Ms. Caplinger. “The City” refers to its attorney, Ms. Stash.

The parties each presented opening statements.

The City called its first witness, Lieutenant David Fritsch, Tucson Police Department. Lt. Fritsch gave testimony.

The City called its second witness, Lieutenant Lissette Gomez, Tucson Police Department. Lt. Gomez was sworn in and gave testimony.

The City called its third witness, Lieutenant Brian Cocoran, Tucson Police Department. Lt. Corcoran was sworn in and gave testimony.

12:15 PM – Lunch Break

The City called its fourth witness, Captain Adam Kidd, Tucson Police Department. Capt. Kidd was sworn in and gave testimony.

The City called its fifth witness, Assistant Chief Stacie Schaner, Tucson Police Department. Asst. Chief Schaner was sworn in and gave testimony.

4:27 PM – The Chair ended the hearing for the day to resume Wednesday, February 25, 2026, at 9:00 AM.

Wednesday, February 25, 2026 – Day Two

The proceedings continued with the same individuals present.

City’s Exhibit C, Tab 1 – Dietzman, Matthew Performance Review (07/01/2024-06/30/2025) Dated 05-21-25, was admitted.

Asst. Chief Schaner resumed testimony.

The City rested its case.

The Appellant called its first witness, Officer Matthew Dietzman. Officer Dietzman was sworn in and gave testimony.

The Appellant rested its case.

12:28 PM – Lunch break.



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No rebuttal witnesses were called.

The City made its closing argument.

The Appellant made its closing argument.

The City made its rebuttal statement.

Chairperson Fimbres made a motion to move into Executive Session, for legal advice, pursuant to A.R.S. §38-431.03(A)(3). It was seconded by Commissioner Montaño. It passed by a voice vote of 3 to 0. Mr. Fimbres read the executive session disclaimer.

2:26 PM – The Commission entered Executive Session.

3:30 PM – The Commission returned to regular session.

Chairperson Fimbres called for deliberation by the Commissioners.

Chairperson Fimbres moved, based on the testimony presented and exhibits admitted into evidence, that Appellant knew or should have known that his conduct would lead to disciplinary action, and that just cause having been established, Appellant's appeal is denied and the discipline is affirmed. The motion was duly seconded by Commissioner Montaño.

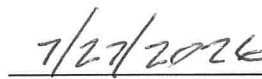
The motion passed unanimously.

The Chairperson directed the attorney for the Commission to work with the Chairperson to finalize the Commission's written decision.

The Chairperson adjourned the hearing at 3:37 PM on Wednesday, February 25, 2026.



Paul Fimbres, Chairperson
Civil Service Commission



Date