



CIVIL SERVICE COMMISSION
HEARING IN THE MATTER OF:
RICARDO CHAO APPEAL OF TERMINATION

Wednesday, July 29, 2026, 8:30 a.m.

Tucson City Hall
255 W. Alameda Street, First Floor Conference Room
Tucson, Arizona 85701

Action Taken:

A quorum of the Civil Service Commission consisting of Chairperson Paul Fimbres, and Commission Members Michael Mathieu, and Paula Wilk, met on Wednesday, July 29, 2026, to hear the appeal of termination for Ricardo Chao.

A motion by Chairperson Fimbres moved to deny Appellant Ricardo Chao's appeal and affirm the disciplinary action for the reason that there was just cause for the discipline imposed by the City and that the discipline is upheld. Commissioner Mathieu duly seconded. The motion passed by a voice vote of three to zero.

The chairman adjourned the hearing at 1:16 p.m. on Wednesday, July 29, 2026.