

Wednesday, October 21, 2026, 8:30 a.m.

Tucson City Hall
255 W. Alameda Street, First Floor Conference Room
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 members Michael Mathieu and Paula Wilk, met on Wednesday, October 21, 2026. Commissioner Mathieu arrived at 8:43 a.m. during item number six.

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; Jennifer Stash, Chief Deputy City Attorney and Lupe Garcia, Principal Assistant City Attorney, both of the City Attorney's Office.

2. Call to Audience: There were no requests to speak.
3. Commissioner Montaña moved to approve the minutes of the quarterly meeting held on July 15, 2026. Commissioner Wilk duly seconded. The motion passed three to zero.
4. Commissioner Montaña moved to approve the minutes of the special meeting held on July 27, 2026. Commissioner Wilk duly seconded. The motion passed three to zero.
5. Director Traaen updated the Commission on the search for a new commissioner to fill the vacancy. There is currently no recommendation from the Mayor and Council for a replacement.
6. Discussion was had regarding the retirement of Donna Aversa, the Commission's legal counsel. Ms. Aversa is retiring effective December 31, 2026. The Commission asked the City Attorney representatives questions about the replacement process. They also requested they be able to share their thoughts on some of the qualities of a replacement. The Commission, and all parties in the room, thanked her for her years of excellent service. Commissioner Mathieu arrived during this item.
7. Discussion was had about the logistics for CSC meetings and hearings. Ideas were shared on how to improve the layout of the conference room for hearings in the future; getting more sound equipment for the room; and using different venues. The goal is to improve audio levels during the meetings as it's been difficult to hear some participants. There was also discussion about delivery of documents before a meeting or hearing. Moving forward, hard copies of documents will be shared and delivered at least ten days before a meeting. They will also continue to be shared electronically.

8. The Commission reviewed the calendar of quarterly meetings for 2027. It was noted that dates and times could be changed due to unforeseen circumstances.

The adopted schedule is as follows:

Third Wednesdays of the Month at 8:30 a.m.

- First Quarter – January 20, 2027
- Second Quarter – April 21, 2027
 - Election of Chairperson and Vice Chairperson
- Third Quarter – July 21, 2027
- Fourth Quarter – October 20, 2027

There are no pending hearings for the CSC.

9. The Commission asked if there were updates on any previous hearings which have been referred to the courts. The City Attorney representatives addressed the questions.
10. Chairperson Fimbres adjourned the meeting at 9:18 a.m.