CITY OF TUCSON

# CIVIL SERVICE COMMISSION
# MEETING MINUTES
# SPECIAL MEETING – JULY 27, 2026

A quorum of the Civil Service Commission (CSC) of the City of Tucson met on Monday, July 27, 2026, at approximately 8:32 AM for a Special Meeting. It was held in the First-Floor Conference Room of City Hall at 255 W. Alameda St., Tucson, AZ. It was made accessible remotely through technological means as permitted under Arizona law as well as in person.

1. Call to Order / Roll Call: Present were Chairperson Paul Fimbres, Vice Chairperson Rebeca Montaño, and Commissioner Paula Wilk. Commissioner Michael Mathieu was absent/excused. Also present were Donna Aversa, Legal Counsel to the CSC; Dr. Teri Traaen, Human Resource Director and CSC Secretary; Robert Stevenson, Human Resources Staff Assistant and CSC Recording Secretary; City of Tucson Human Resources Department Deputy Director Emely Taylor; and Julie Pace, Attorney representing the City for Item #3. Lupe Garcia, Principal Assistant City Attorney, City Attorney's Office, observed.

2. Commissioner Montaño moved to approve the minutes of the Matthew Dietzman Demotion Appeal Hearing from February 2026. Commissioner Wilk duly seconded. The motion was carried three to zero.

3. Commissioner Montaño moved to approve the minutes of the Daniel Otero Moreno Termination Appeal Hearing from May 2026. Commissioner Wilk duly seconded. The motion was carried three to zero.

4. Determination of Jurisdiction: Jay Calhoun Zenzen

   The Chairperson read an opening statement.

   Commissioner Montaño 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 Wilk. It passed by a voice vote of 3 to 0.

   The Commission was in Executive Session from approximately 8:38 AM until 8:50 AM.

   The Commission resumed the open meeting. Mr. Fimbres read the executive session disclaimer.

   Julie Pace presented arguments on behalf of the City.

   Jay Calhoun Zezen presented arguments on her behalf.

   Commissioner Wilk 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 three to zero.

The Commission was in Executive Session from approximately 9:16 AM until 9:47 AM.

The Commission resumed the open meeting. Commissioner Wilk had the Recording Secretary read into the record several definitions from Tucson City Code and the Civil Service Commission Rules and Regulations.

Commissioners asked clarifying questions.

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.

The Commission was in Executive Session from approximately 10:12 AM until 10:29 AM.

The Commission resumed the open meeting. The Chairperson called for deliberations by the Commission.

Chairperson Fimbres moved, based on the arguments presented and exhibits admitted into evidence, that Jay Calhoun Zenzen was not a permanent employee at the time of termination and because of that the Civil Service Commission does not have jurisdiction to hear an appeal. The motion was seconded by Commissioner Montaño and passed three to zero.

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

Having no further items to discuss, the special meeting adjourned at approximately 10:38 AM.

Paul Fimbres, Chairperson
Civil Service Commission

Oct. 21, 2026
Date