CITY OF TUCSON

CIVIL SERVICE COMMISSION QUARTERLY MEETING MINUTES JULY 15, 2026

A quorum of the Civil Service Commission (CSC) of the City of Tucson met on Wednesday, July 15, 2026, at 9:09 AM for a Quarterly 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 Commission members Michael Mathieu and Paula Wilk. 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 Directors Helen Smart and Emely Taylor; and Lupe Garcia, Principal Assistant City Attorney, City Attorney's Office.

2. Call to Audience: No one addressed the Commission.

3. The Chairperson tabled items #4, #5, and #7. The Commission requested the Recording Secretary reformat items #4 and #5 before they are approved. Item #7 may be discussed at a future Civil Service Commission meeting, per the Chairperson.

4. Update on Civil Service Commission Vacancy: HR Director Teri Traaen updated the Commission on the search to fill its current vacancy. Dr. Traaen has been communicating with the City Clerk's Office and the Mayor's Office about an appointment to fill the vacancy. Dr. Traaen said the HR Department will update Commission members by the end of the week if the nomination moves forward on the August 5, 2026, Mayor and Council agenda.

5. Other Business: The Commission discussed the dates and times for pending appeal hearings and the next quarterly meeting.

    a. Jay Calhoun Zenzen (Question of Jurisdiction) – July 27, 2026
    b. Ricardo Chao (Termination Appeal) – July 29 and 30, 2026
    c. Mercadez Urias (Termination Appeal) – September 9, 10, and 14, 2026
    d. Next Quarterly Meeting – October 21, 2026

    The Commission discussed starting future meetings and hearings at 8:30 a.m.

Having no further items to discuss, the quarterly meeting adjourned at 9:18 AM. The next quarterly meeting is scheduled for October 21, 2026.

Paul Fimbres, Chairperson
Civil Service Commission

Oct. 21, 2026
Date