



**CIVIL SERVICE COMMISSION  
HEARING IN THE MATTER OF  
VINCENT VALENZUELA  
9:00 A.M. DECEMBER 10, 2015  
10:30 A.M. DECEMBER 11, 2015**

Held at:  
Community Resources Center  
320 N. Commerce Park Loop, Sentinel Building  
Tucson, AZ 85745

**LEGAL ACTION REPORT**

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**ACTION TAKEN:**

A Quorum of the Civil Service Commission, consisting of Chair Max Parks and Commissioners Arnold Elias and Malcom Pavey, met on December 10 and 11, 2015, to hear the matter of Vincent Valenzuela. Commissioner Elias made a motion that the appeal of termination of Vincent Valenzuela be sustained and that he be reinstated to his position of employment with the City of Tucson with full back pay except for a suspension without pay for a period of 40 hours for the reason that while there was evidence that the Appellant engaged in improper conduct which the Commission finds the Appellant knew nor should have known could lead to disciplinary action, there was not just cause for the discipline which was imposed. Commissioner Pavey seconded the motion. The vote was unanimous.

Meeting adjourned at 12:50 pm on Friday, December 11, 2015.