



City of Phoenix

To: Addressees (VIA E-MAIL)

Date: March 17, 2026

From: Cathleen Simpson
Deputy Human Resources Director
Executive Secretary to the Civil Service Board

Subject: HEARING TO APPEAL THE SUSPENSION OF KYLE TREVOR SUE

Attached is a copy of the Findings and Order of the Civil Service Board in the appeal of the 24-hour suspension of Kyle Trevor Sue.

Addressees:

Kyle Trevor Sue (via representative)
Sharese Whitesell, Attorney for the City of Phoenix
Mary Stevens, Hearing Officer
Matthew Giordano, Police Chief (via Tobin Daily, HR)

Attachments

**BEFORE THE CIVIL SERVICE BOARD
OF THE CITY OF PHOENIX**

Kyle Trevor Sue

vs.

**City of Phoenix
Police Department**

THIS MATTER having come for hearing before the Hearing Officer on October 21, 2025 and November 19, 2025, pursuant to the appeal of the employee above named, from disciplinary action taken against him by the City of Phoenix, and the Board having considered all matters presented to it, now makes its Findings and Order, with respect to the specific charges made against said employee, as follows:

CHARGES

That the employee is subject to 24-hour suspension effective April 11, 2025, for violation of the following Personnel Rules:

21b1 – That the employee is incompetent or inefficient in the performance of his duties.

21b2 – That the employee has been abusive or threatening in his attitude, language, or conduct to his fellow employees, customers of the City, or the public.

21b3 – That the employee has violated any lawful or official regulation or order, or failed to obey any lawful and reasonable direction given him by his supervisor, when such violation or failure to obey amounts to insubordination or serious breach of discipline which may reasonably be expected to result in lower morale in the organization, or to result in loss, inconvenience, or injury to the City or the public.

21b21 – That the employee has been guilty of any other conduct of equal gravity to the reasons enumerated in 21b1 through 21b20.

FINDINGS

After a review of the recommendations of the Hearing Officer, it is the finding of the Board that the employee did violate Personnel Rules 21b3, but there was insufficient evidence that employee violated Personnel Rule 21b1, 21b2, and 21b21. The discipline imposed was found to be inappropriate.

ORDER

Based on the above findings, it is the decision of the Civil Service Board that the 24-hour suspension be modified to a written reprimand with back-pay.

The motion carried by the following vote:

Donna McHenry	Aye
Richard Arroyo	Aye
Robbin Coulon	Nay
Cris Meyer	Aye
Dana Naimark	Aye

Donna McHenry / lr

Donna McHenry,
Chair of the Civil Service Board