



**MUNICIPAL CIVIL SERVICE COMMISSION
MINUTES**

**REGULAR MEETING
MONDAY, SEPTEMBER 25, 2023**

The Municipal Civil Service Commission convened in a regularly scheduled meeting on Monday, September 25, 2023, at the Human Resources Department, Learning & Research Center (LRC) 5202 E. Ben White Blvd., Suite 500, Austin, TX 78741.

Commissioners in Attendance:

Andy Mormon, Chair
Kevin Mullen, Vice Chair
John Umphress

Commissioners Absent:

Kavita Gupta
McKenzie Frazier

Staff in Attendance:

Matthew Chustz, Municipal & Civil Service Manager
April Roberts, Municipal Civil Service Coordinator
Abby Varela, Municipal Civil Service Coordinator
Cyndi Gordon, Civil Service Coordinator
Sarah Williams, Civil Service Coordinator
Oscar Gonzales, IT Systems Administrator

CALL TO ORDER

Chair Andy Mormon called the Commission meeting to order at 9:09 a.m.

PUBLIC COMMUNICATION: GENERAL

None

APPROVAL OF MINUTES

1. Approve the minutes from the Municipal Civil Service Commission regular meeting on August 28, 2023.

The minutes from the meeting of August 28, 2023, were approved on Commissioner Umphress' motion, Commissioner Mullens's second on a 3-0 vote.

PUBLIC HEARINGS

2. Conduct a hearing on the appeal filed by Fred Cleveland regarding their Denial of Promotion from the Transportation and Public Works Department.

Chair Mormon took up items 2 and 5 concurrently without objection.

5. Conduct a hearing on the appeal filed by Alfred Leday regarding their Denial of Promotion from the Transportation and Public Works Department.

Chair Mormon took up items 2 and 5 concurrently without objection.

A hearing was conducted on the appeals filed by Fred Cleveland and Alfred Leday regarding their Denial of Promotions from the Transportation and Public Works Department.

3. Deliberate in open session or closed session, pursuant to 551.074 of the Texas Government Code (personnel exception), on the appeal filed by Fred Cleveland regarding their Denial of Promotion from the Transportation and Public Works Department.

Chair Mormon took up items 3 and 6 concurrently without objection.

6. Deliberate in open session or closed session, pursuant to 551.074 of the Texas Government Code (personnel exception), on the appeal filed by Alfred Leday regarding their Denial of Promotion from the Transportation and Public Works Department.

Chair Mormon took up items 3 and 6 concurrently without objection.

Chair Mormon recessed the Municipal Civil Service Commission meeting to go to closed session at 2:00 p.m. to take up items 3 and 6.

The Commission deliberated in closed session on the appeals filed by Fred Cleveland and Alfred Leday regarding their Denial of Promotions from the Transportation and Public Works Department.

Closed session ended, and Chair Mormon called the Municipal Civil Service Commission meeting back to order at 2:30 p.m.

4. Possible action and decision on the appeal filed by Fred Cleveland regarding their Denial of Promotion from the Transportation and Public Works Department.

The motion to deny Fred Cleveland's appeal and uphold the decision made by the City of Austin in the Denial of Promotion of Fred Cleveland was approved on Commission Umphress' motion, Commissioner Mullen's second, on a vote of 3-0.

7. Possible action and decision on the appeal filed by Alfred Leday regarding their Denial of Promotion from the Transportation and Public Works Department.

The motion to deny Alfred Leday's appeal and uphold the decision made by the City of Austin in the Denial of Promotion of Alfred Leday was approved on Commission Umphress' motion, Commissioner Mullen's second, on a vote of 3-0.

DISCUSSION AND ACTION ITEMS

8. Discussion and possible action regarding the Municipal Civil Service Commission providing guidance regarding preferred information for hearings to be provided to parties by the Municipal Civil Service Office.

Discussion was held regarding the Municipal Civil Service Commission providing guidance regarding preferred information for hearings to be provided to parties by the Municipal Civil Service Office.

9. Discussion and possible action on future meeting dates, times and locations.

Discussion was held regarding future meeting dates, times and locations.

FUTURE AGENDA ITEMS

Chair Mormon requested a future agenda item regarding the Municipal Civil Service Commission recommendation to City Council (20191108-04B) regarding the review of granted denial of promotion and discharge appeals.

Chair Mormon requested a future agenda item regarding the process to update the Municipal Civil Service Rules.

ADJOURNMENT

Chair Mormon adjourned the meeting at 3:05 p.m. without objection.