

**MUNICIPAL CIVIL SERVICE COMMISSION  
MEETING MINUTES**

**Monday, November 13, 2023**



**MUNICIPAL CIVIL SERVICE COMMISSION  
MINUTES**

**REGULAR MEETING  
MONDAY, NOVEMBER 13, 2023**

The Municipal Civil Service Commission convened in a regularly scheduled meeting on Monday, November 13, 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  
Kavita Gupta

**Commissioners Absent:**

McKenzie Frazier

**Staff in Attendance:**

Matthew Chustz, Municipal & Civil Service Manager, HRD  
April Roberts, Municipal Civil Service Coordinator, HRD  
Abby Varela, Municipal Civil Service Coordinator, HRD  
Sarah Williams, Civil Service Coordinator, HRD  
Tymber Dhans, Civil Service Coordinator, HRD  
Omar Francia, IT Systems Administrator, HRD

**CALL TO ORDER**

**Chair Andy Mormon called the Commission meeting to order at 9:11 a.m.**

**PUBLIC COMMUNICATION: GENERAL**

**APPROVAL OF MINUTES**

1. Approve the minutes from the Municipal Civil Service Commission regular meeting on October 9, 2023.

**The minutes from the meeting of October 9, 2023, were approved on Commissioner Umphress' motion, Commissioner Mullen's second on a 3-0 vote. Commissioner Gupta was off the dais.**

**PUBLIC HEARINGS**

2. Conduct a hearing on the appeal filed by Steven Gonzales regarding their Denial of Promotion from the Financial Services Department.

**A hearing was conducted on the appeal filed by Steven Gonzales regarding their Denial of Promotion from the Financial Services 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 Steven Gonzales regarding their Denial of Promotion from the Financial Services Department.

**Chair Mormon recessed the Municipal Civil Service Commission meeting to go to closed session at 3:15 p.m.**

**The Commission deliberated in closed session on the appeal filed by Steven Gonzales regarding their Denial of Promotion from the Financial Services Department.**

**Closed session ended, and Chair Mormon called the Municipal Civil Service Commission meeting back to order at 3:35 p.m.**

**DISCUSSION AND ACTION ITEMS**

4. Possible action and decision on the appeal filed by Steven Gonzales regarding their Denial of Promotion from the Financial Services Department.

**The motion to deny Steven Gonzales' appeal and uphold the decision made by the City of Austin in the Denial of Promotion of Steven Gonzales was approved on Commission Gupta's motion, Commissioner Umphress' second, on a vote of 4-0.**

5. Discussion and possible action on the Municipal Civil Service Commission recommendation to City Council (Recommendation 20191108-04B) regarding the review of granted denial of promotion and discharge appeals.

**Discussion was held regarding the Municipal Civil Service Commission recommendation to City Council (Recommendation 20191108-04B) regarding the review of granted denial of promotion and discharge appeals.**

6. Discussion and review of Municipal Civil Service Rules to provide input to the Municipal Civil Service Director.

**Discussion was held regarding the Municipal Civil Service Rules.**

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

**The motion to cancel the March 11, 2024, regular meeting of the Municipal Civil Service Commission was approved on Vice Chair Mullen's motion, Commissioner Umphress's second, on a vote of 4-0.**

**FUTURE AGENDA ITEMS**

**ADJOURNMENT**

**Chair Mormon adjourned the meeting at 4:24 p.m. without objection.**

**The minutes were approved at the December 18, 2023 meeting on Commissioner Mullen's motion, Commissioner Umphress' second on a 4-0 vote.**