



**MUNICIPAL CIVIL SERVICE COMMISSION  
MINUTES**

**REGULAR MEETING  
MONDAY, MARCH 25, 2024**

The Municipal Civil Service Commission convened in a regularly scheduled meeting on Monday, March 25, 2024, at the Human Resources Department, Learning & Research Center (LRC) 5202 E. Ben White Blvd., Suite 500, Austin, TX 78741.

**Commissioners in Attendance:**

Kevin Mullen, Chair  
John Umphress  
Mapi Vigil

**Commissioners Absent:**

Kavita Gupta, Vice Chair  
Melissa Rogers

**Staff in Attendance:**

Nathan Brown, Assistant Director, HRD  
Matthew Chustz, Municipal & Civil Service Manager, HRD  
Abby Varela, Municipal Civil Service Coordinator, HRD  
Cyndi Gordon, Civil Service Coordinator, HRD  
Oscar Gonzales, IT Systems Administrator, HRD

**CALL TO ORDER**

Chair Kevin Mullen called the Commission meeting to order at 9:05 AM.

**PUBLIC COMMUNICATION: GENERAL**

**APPROVAL OF MINUTES**

1. Approve the minutes from the Municipal Civil Service Commission regular meeting on February 26, 2024.

**The minutes from the meeting of February 26, 2024, were approved on Commissioner Umphress' motion, Commissioner Vigil's second on a 3-0 vote.**

**PUBLIC HEARING**

2. Conduct a hearing on the appeal filed by Fulani Cunningham regarding their Disciplinary Probation from Austin Resource Recovery.

**A hearing was conducted on the appeal filed by Fulani Cunningham regarding their Disciplinary Probation from Austin Resource Recovery.**

**MUNICIPAL CIVIL SERVICE COMMISSION  
MEETING MINUTES**

**Monday, March 25, 2024**

3. Deliberate in open session or closed session, pursuant to 551.074 of the Texas Government Code (personnel exception), on the appeal filed by Fulani Cunningham regarding their Disciplinary Probation from the Austin Resource Recovery.  
**Chair Mullen recessed the Municipal Civil Service Commission meeting to go to closed session at 4:00 PM.**

**The Commission deliberated in closed session on the appeal filed by Fulani Cunningham regarding their Disciplinary Probation from Austin Resource Recovery.**

**Closed session ended, and Chair Mullen called the Municipal Civil Service Commission meeting back to order at 4:52 PM.**

**DISCUSSION AND ACTION ITEMS**

4. Action and approval on the appeal filed by Fulani Cunningham regarding their Disciplinary Probation from Austin Resource Recovery.  
**The motion to grant Fulani Cunningham's appeal and rescind the decision made by the City of Austin in the Disciplinary Probation of Fulani Cunningham was approved on Commissioner Umphress' motion, Commissioner Vigil's second on a 3-0 vote.**
5. Discussion and action to approve future meeting dates, times, and locations.  
**Discussion was held regarding future meeting dates, times and locations.**

**FUTURE AGENDA ITEMS**

**Chair Mullen and Commissioner Umphress requested a future agenda item to discuss future meeting dates, times, and locations.**

**ADJOURNMENT**

**Chair Mullen adjourned the meeting at 5:07 PM without objection.**