



**MUNICIPAL CIVIL SERVICE COMMISSION
MINUTES**

**REGULAR MEETING
MONDAY, OCTOBER 27, 2025**

The Municipal Civil Service Commission convened in a regular meeting on Monday, October 27, 2025, at 5202 E. Ben White Blvd., Suite 500, Austin, TX 78741.

Vice Chair Kavita Gupta called the Municipal Civil Service Commission meeting to order at 9:35 a.m.

Commissioners in Attendance:

Kavita Gupta, Vice Chair
Melissa Rogers
Ayo Akande
John Umphress

PUBLIC COMMUNICATION: GENERAL

Robert Duncan spoke suggesting a rule be added to the MCS Rules to prevent about Departments removing a job posting after a Denial of Promotion Grievance has already been filed.

APPROVAL OF MINUTES

1. Approve the minutes from the Municipal Civil Service Commission Regular Meeting on September 8, 2025.

The minutes from the Municipal Civil Service Commission regular meeting on September 8, 2025, were approved on Commissioner Umphress' motion, Commissioner Rogers' second on a 4-0 vote.

PUBLIC HEARING

2. Conduct a hearing in open session or closed session, pursuant to 551.074 of the Texas Government Code (personal exception), on the appeal filed by Lindsey Randall regarding their Discharge – Reduction-In-Force from Austin Public Health.

A hearing was conducted on the appeal filed by Lindsey Randall regarding their Discharge – Reduction-In-Force from Austin Public Health.

3. Deliberate in open session or closed session, pursuant to 551.074 of the Texas Government Code (personnel exception), on the appeal filed by Lindsey Randall regarding their Discharge – Reduction-In-Force from Austin Public Health.

Vice Chair Gupta recessed the Municipal Civil Service Commission meeting to go into closed session at 4:53 p.m.

The Commission deliberated in closed session on the appeal filed by Lindsey Randall regarding their Discharge – Reduction-In-Force from Austin Public Health.

Closed session ended, and Vice Chair Gupta called the Municipal Civil Service Commission meeting back to order at 5:30 p.m.

DISCUSSION AND ACTION ITEMS

4. Action and approval on the appeal filed by Lindsey Randall regarding their Discharge – Reduction-In-Force from Austin Public Health.
The motion to deny Lindsey Randall’s appeal and uphold the decision made by the City of Austin in the Discharge – Reduction-In-Force of Lindsey Randall was approved on Vice Chair Gupta’s motion, Commissioner Rogers’ second on a vote of 3-1. Those members voting aye were: Vice Chair Gupta, Commissioner Akande, and Commissioner Rogers. Those voting nay were: Commissioner Umphress.
5. Discussion and action to approve future meeting dates, times, and locations.
Discussion was held regarding future meeting dates, times, and locations.

STAFF BRIEFING

6. Briefing from Austin Human Resources Staff on the recently updated City of Austin Personnel Policies, Chapter A: Non-Sworn Employees.
Teena Gray-Hale, Employee Relations Manager with Austin Human Resources, provided a briefing regarding the updated City of Austin Personnel Policies, Chapter A: Non-Sworn Employees.

FUTURE AGENDA ITEMS

Vice Chair Gupta and Commissioner Rogers requested a future agenda item to discuss future meeting dates, times, and locations.

ADJOURNMENT

Vice Chair Gupta adjourned the meeting at 6:25 PM without objection.