



**REGULAR MEETING OF THE
MUNICIPAL CIVIL SERVICE COMMISSION
MONDAY, FEBRUARY 23, 2026, AT 9:30 A.M.
AUSTIN HUMAN RESOURCES, LEARNING AND RESEARCH CENTER
5202 E. BEN WHITE BLVD., SUITE 500,
AUSTIN, TEXAS**

Some members of the Municipal Civil Service Commission may be participating by videoconference.

EXECUTIVE SESSION (No Public Discussion on These Items)

The Commission will announce it will go into closed session pursuant to Chapter 551 of the Texas Government Code, to receive advice from Legal Counsel, or to discuss matters of litigation and personnel matters as specifically listed on this agenda. If necessary, the Commission will go into closed session, as permitted by law, regarding any item on this agenda.

Public comment will be allowed in-person or remotely via telephone. Speakers may only register to speak on an item once either in-person or remotely and will be allowed up to three minutes to provide their comments. Registration no later than noon the day before the meeting is required for remote participation by telephone. To register to speak remotely, contact Matthew Chustz, 512-974-2859, Matthew.Chustz@austintexas.gov.

CURRENT COMMISSIONERS:

Kevin Mullen, Chair
Mellissa Rogers
Vacant

Kavita Gupta, Vice Chair
John Umphress

AGENDA

CALL TO ORDER

PUBLIC COMMUNICATION: GENERAL

The first ten (10) speakers signed up prior to the meeting being called to order will each be allowed a three-minute allotment to address their concerns regarding items not posted on the agenda.

APPROVAL OF MINUTES

1. Approve the minutes from the Municipal Civil Service Commission regular meeting on February 9, 2026.

STAFF BRIEFING

2. Staff briefing regarding an extension to the pilot program and temporary waiver of the Municipal Civil Service Rules, including Rule 4.03, to exempt specific Positions from Posting or application requirements, while maintaining provisions of the Competitive Process to allow conditional offers based on Merit and Fitness. Presentation by Rebecca Kennedy, Deputy Director, Austin Human Resources.
3. Staff briefing regarding Municipal Civil Service Commissioner Appointment Process and updated term limits, and updates to the Municipal Civil Service Commission Bylaws. Presentation by Matthew Chustz, Municipal and Civil Service Manager, Austin Human Resources.

DISCUSSION AND ACTION ITEMS

4. Approve a recommendation to Council to extend the pilot program and temporary waiver of the Municipal Civil Service Rules, including Rule 4.03, to exempt specific Positions from Posting or application requirements, while maintaining provisions of the Competitive Process to allow conditional offers based on Merit and Fitness.
5. Discussion and review of the Municipal Civil Service Rules and procedural voting requirements.
6. Discussion and action to approve future meeting dates, times, and locations.

EXECUTIVE SESSION

7. Receive legal counsel regarding the Municipal Civil Service Rules and procedural voting requirements. (Private consultation with legal counsel – Section 551.071 of the Government Code)

FUTURE AGENDA ITEMS

ADJOURNMENT

The City of Austin is committed to compliance with the Americans with Disabilities Act. Reasonable modifications and equal access to communications will be provided upon request. For assistance, please contact the Liaison or TTY users' route through 711. A person may request language access accommodations no later than 48 hours before the scheduled meeting. Please call or email **Matthew Chustz** at **Austin Human Resources**, at **Matthew.Chustz@austintexas.gov** or **512-974-2859** or, to request service or for additional information.

For more information on the **Municipal Civil Service Commission**, please contact **Matthew Chustz** at **512-974-2859** or **Matthew.Chustz@austintexas.gov**.