



**MUNICIPAL CIVIL SERVICE COMMISSION
MINUTES**

**REGULAR MEETING
MONDAY, FEBRUARY 23, 2026**

The Municipal Civil Service Commission convened in a regular meeting on Monday, February 23, 2026, at 5202 E. Ben White Blvd., Suite 500, Austin, TX 78741.

Chair Kevin Mullen called the Municipal Civil Service Commission meeting to order at 9:31 AM.

Commissioners in Attendance:

Kevin Mullen, Chair
Kavita Gupta, Vice Chair
John Umphress

PUBLIC COMMUNICATION: GENERAL

Andrew Rivera addressed the commission regarding the February 9, 2026, appeal hearing of their discharge from Austin Energy.

APPROVAL OF MINUTES

1. Approve the minutes from the Municipal Civil Service Commission Regular Meeting on February 23, 2026.

The minutes from the Municipal Civil Service Commission regular meeting on February 9, 2026, were approved on Vice Chair Gupta’s motion, Commissioner Umphress’ second on a 3-0 vote.

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.

Rebecca Kennedy, Deputy Director with Austin Human Resources, provided a 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.

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.

The motion to approve the recommendation to City 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, was approved on Chair Mullen’s motion, Commissioner Umphress’ second on a vote of 3-0.

STAFF BRIEFING

- 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.

Matthew Chustz, Municipal and Civil Service Manager with Austin Human Resources, provided a briefing regarding the Municipal Civil Service Commissioner appointment process and updated term limits, and updates to the Municipal Civil Service Commission Bylaws.

DISCUSSION AND ACTION ITEMS

- 5. Discussion and review of the Municipal Civil Service Rules and procedural voting requirements. **Andrew Rivera addressed the Commission regarding the procedural voting requirements with a quorum of commissioners present.**

The motion to postpone this item to the March 9, 2026, regular meeting of the Municipal Civil Service Commission was approved on Commissioner Umphress’ motion, Chair Mullen’s second on a vote of 3-0.

- 6. Discussion and action to approve future meeting dates, times, and locations. **Andrew Rivera addressed the Commission to ask the Commission to consider scheduling employee listening sessions.**

Discussion was held 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).

The motion to postpone this item to the March 9, 2026, regular meeting of the Municipal Civil Service Commission was approved on Commissioner Umphress’ motion, Chair Mullen’s second on a vote of 3-0.

FUTURE AGENDA ITEMS

Commissioner Umphress and Chair Mullen requested a future agenda item to discuss if it would be appropriate for the Municipal Civil Service Commission to have employee listening sessions periodically.

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

ADJOURNMENT

Chair Mullen adjourned the meeting at 10:24 AM without objection.

DRAFT