



**MUNICIPAL CIVIL SERVICE COMMISSION
MINUTES**

**REGULAR MEETING
MONDAY, MARCH 9, 2026**

The Municipal Civil Service Commission convened in a regular meeting on Monday, March 9, 2026, at 5202 E. Ben White Blvd., Suite 500, in Austin, Texas.

Chair Kevin Mullen called the Municipal Civil Service Commission meeting to order at 9:34 a.m.

Commissioners in Attendance:

Kevin Mullen, Chair
Kavita Gupta, Vice Chair
John Umphress

PUBLIC COMMUNICATION: GENERAL

None present.

APPROVAL OF MINUTES

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

The minutes from the Municipal Civil Service Commission regular meeting on February 23, 2026, were approved on Vice Chair Gupta’s motion, Commissioner Umphress’s second on a 3-0 vote.

HEARING

2. Conduct a hearing in open or closed session, pursuant to 551.074 of the Texas Government Code (personnel exception), on the appeal filed by Endaisa Rivera regarding their Discharge from Austin/Travis County Emergency Medical Services.

No hearing was conducted. The appeal filed by Endaisa Rivera regarding their Discharge from Austin-Travis County Emergency Medical Services was withdrawn by the appellant prior to the start of the hearing.

3. Deliberate in open or closed session, pursuant to 551.074 of the Texas Government Code (personnel exception), on the appeal filed by Endaisa Rivera regarding their Discharge from Austin/Travis County Emergency Medical Services.

No deliberation was held.

4. Action and approval on the appeal filed by Endaisa Rivera regarding their Discharge from Austin/Travis County Emergency Medical Services.

No decision was rendered, as the appeal filed by Endaisa Rivera regarding their Discharge from Austin-Travis County Emergency Medical Services was withdrawn prior to the hearing.

DISCUSSION AND ACTION ITEMS

- 5. Discussion and possible action regarding the nomination of Chair of the Municipal Civil Service Commission to the Austin City Council Audit and Finance Committee.

The motion to nominate Kevin Mullen as Chair of the Municipal Civil Service Commission to the Austin City Council Audit and Finance Committee was approved on Vice Chair Gupta’s motion, Commissioner Umphress’s second on a vote of 3-0.

- 6. Discussion and review of the Municipal Civil Service Rules and procedural voting requirements.

The motion to postpone this item to the March 23, 2026, regular meeting of the Municipal Civil Service Commission was approved on Chair Mullen’s motion, Vice Chair Gupta’s second on a vote of 3–0.

- 7. Discussion regarding whether the Municipal Civil Service Commission should have employee listening sessions periodically.

Discussion was held regarding employee listening sessions. Susan Sinz, Municipal Civil Service Director, and Teena Gray-Hale, Employee Relations Manager, addressed the Commission regarding resources the City has in place to ensure employees are heard.

- 8. Discussion and action to approve future meeting dates, times, and locations.

Andrew Rivera addressed the commission to suggest the Commission consider scheduling meetings to specifically hear briefings from staff regarding City Auditor reports.

Discussion was held to approve future meeting dates, times, and locations.

EXECUTIVE SESSION

- 9. 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)

No Executive Session was held.

FUTURE AGENDA ITEMS

Chair Mullen and Vice Chair Gupta requested an item on the August 10, 2026, regular meeting agenda of the Municipal Civil Service Commission to receive an update from staff regarding the Employee Relations Module.

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 10:27 a.m. without objection.

The minutes were approved at the March 23, 2026 meeting on Chair Mullen’s Motion, Commissioner Umphress’ second on a 3-0 vote.