



**MUNICIPAL CIVIL SERVICE COMMISSION  
MINUTES**

**REGULAR MEETING  
MONDAY, MARCH 23, 2026**

The Municipal Civil Service Commission convened in a regular meeting on Monday, March 23, 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 9:32 a.m.

**Commissioners in Attendance:**

Kevin Mullen, Chair  
Melissa Rogers  
John Umphress

**PUBLIC COMMUNICATION: GENERAL**

None present.

**APPROVAL OF MINUTES**

1. Approve the minutes of the Municipal Civil Service Commission Regular Meeting on March 9, 2026. **The minutes from the Municipal Civil Service Commission regular meeting on March 9, 2026, were approved on Chair Mullen’s motion, Commissioner Umphress’ 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 Waleed Ibrahim regarding their Discharge from Austin Convention Center. **A hearing was conducted on the appeal filed by Waleed Ibrahim regarding their Discharge from Austin Convention Center.**
3. Deliberate in open or closed session, pursuant to 551.074 of the Texas Government Code (personnel exception), on the appeal filed by Waleed Ibrahim regarding their Discharge from Austin Convention Center. **Chair Mullen recessed the Municipal Civil Service Commission meeting to go into closed session at 3:52 p.m.**

**The Commission deliberated in closed session on the appeal filed by Waleed Ibrahim regarding their Discharge from Austin Convention Center.**

**Closed session ended, and Chair Mullen called the Municipal Civil Service Commission meeting back to order at 4:18 p.m.**

4. Action and approval on the appeal filed by Waleed Ibrahim regarding their Discharge from Austin Convention Center.

**The motion to deny Waleed Ibrahim’s appeal and uphold the decision made by the City of Austin in the Discharge of Waleed Ibrahim was approved on Commissioner Rogers’ motion, Chair Mullen’s second on a vote of 2-1. Those members voting aye were Chair Mullen, and Commissioner Rogers. Those voting nay were Commissioner Umphress.**

**DISCUSSION AND ACTION ITEMS**

5. Discussion and review of the Municipal Civil Service Rules and procedural voting requirements.  
**Discussion was held on the review of the Municipal Civil Service Rules and procedural voting requirements.**

6. Discussion and action to approve future meeting dates, times, and locations.  
**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)  
**Chair Mullen recessed the Municipal Civil Service Commission meeting to go into executive session to receive legal counsel regarding the Municipal Civil Service Rules and procedural voting requirements at 4:27 p.m., pursuant to Section 551.071 of Government Code.**

**Executive session ended, and Chair Mullen called the Municipal Civil Service Commission meeting back to order at 4:55 p.m.**

**FUTURE AGENDA ITEMS**

**Chair Mullen requested a future agenda item to discuss potential changes to Bylaws of the Municipal Civil Service Commission.**

**Chair Mullen and Commissioner Rogers requested a future agenda item for discussion and action regarding future meeting dates, times, and location.**

**ADJOURNMENT**

**Chair Mullen adjourned the meeting at 5:01 p.m. without objection.**

**The minutes were approved at the May 11, 2026 meeting on Commissioner Rogers’ Motion, Commissioner Umphress’ second on a 4-0 vote.**