MUNICIPAL CIVIL SERVICE COMMISSION **REGULAR MEETING**
MINUTES **MONDAY, JULY 13, 2026**

The Municipal Civil Service Commission convened in a regular meeting on Monday, July 13, 2026, at 5202 E. Ben White Blvd., Suite 500, in Austin, Texas.

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
Ron Bennet
Cortney Carothers
John Umphress

PUBLIC COMMUNICATION: GENERAL

None present.

APPROVAL OF MINUTES

1. Approve the minutes of the Municipal Civil Service Commission Regular Meeting on May 11, 2026.
   The minutes from the Municipal Civil Service Commission regular meeting on May 11, 2026, were approved on Commissioner Umphress' motion, Vice Chair Gupta's second on a 4-0 vote.

STAFF BRIEFING

5. Staff briefing regarding the contingent hire 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 the contingent hire 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.

HEARING

2. Conduct a hearing in open session or closed session, pursuant to 551.074 of the Texas Government Code (personnel exception), on the appeal filed by Reginald Williams regarding their Demotion and Disciplinary Probation from Austin Resource Recovery.
   A hearing was conducted on the appeal filed by Reginald Williams regarding their Demotion and Disciplinary Probation from Austin Resource Recovery.

3. Deliberate in open or closed session, pursuant to 551.074 of the Texas Government Code (personnel exception), on the appeal filed by Reginald Williams regarding their Demotion and Disciplinary Probation from Austin Resource Recovery.
   Vice Chair Gupta recessed the Municipal Civil Service Commission meeting to go into closed session at 5:46 p.m. for deliberation, pursuant to 551.074 of the Texas Local Government Code (personnel exception).

   The Commission deliberated in closed session on the appeal filed by Reginald Williams regarding their Demotion and Disciplinary Probation from Austin Resource Recovery.

   Closed session ended, and Vice Chair Gupta called the Municipal Civil Service Commission meeting back to order at 6:20 p.m.

4. Action and approval on the appeal filed by Reginald Williams regarding their Demotion and Disciplinary Probation from Austin Resource Recovery.
   The motion to deny Reginald Williams' appeal of their Demotion, to uphold the decision made by the City of Austin to demote Reginald Williams; and to grant Reginald Williams' appeal of their Disciplinary Probation and to rescind the Disciplinary Probation, was approved on John Umphress' motion and Commissioner Carothers' second on a vote of 4-0.

DISCUSSION

6. Discussion and review of potential changes to the bylaws of the Municipal Civil Service Commission.
   The motion to postpone this item until the September 14, 2026, Municipal Civil Service Commission meeting was approved on Vice Chair Gupta's motion, Commissioner Bennett's second on a 4-0 vote.

DISCUSSION AND ACTION ITEMS

7. Approve the 2026 Municipal Civil Service Commission Annual Review and Report.
   The 2026 Municipal Civil Service Commission Annual Review and Report was approved on Commissioner Bennett's motion, Commissioner Umphress' second on a 4-0 vote.

8. Conduct election for the Vice Chair of the Municipal Civil Service Commission.
   Commissioner Gupta was elected as Vice Chair of the Municipal Civil Service Commission on Commissioner Umphress' motion, Commissioner Bennett's second on a 4-0 vote.

9. Approve the 2027 annual schedule of the Municipal Civil Service Commission.

   The 2027 annual schedule of the Municipal Civil Service Commission was approved on Vice Chair Gupta's motion, Commissioner Umphress' second on a 4-0 vote.

   The Municipal Civil Service Commission approved the following 2027 regular meeting schedule:

January 11, 2027	**June 28, 2027**
January 25, 2027	**July 12, 2027**
February 8, 2027	**July 26, 2027**
February 22, 2027	**August 9, 2027**
March 8, 2027	**August 23, 2027**
March 22, 2027	**September 13, 2027**
April 12, 2027	**September 27, 2027**
April 26, 2027	**October 11, 2027**
May 10, 2027	**October 25, 2027**
May 24, 2027	**November 8, 2027**
June 14, 2027	**December 13, 2027**

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

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

FUTURE AGENDA ITEMS

The Municipal Civil Service Commission placed an item on the September 14, 2026, meeting agenda regarding the discussion of potential changes to Bylaws of the Municipal Civil Service Commission.

Vice Chair Gupta and Commissioner Carothers requested a future agenda item for discussion and action regarding future meeting dates, times, and location.

ADJOURNMENT

Vice Chair Gupta adjourned the meeting at 6:47 p.m. without objection.

The minutes were approved at the September 14, 2026, meeting on Commissioner Umphress' motion, Commissioner Bennett' second on a 4-0 vote.