MUNICIPAL CIVIL SERVICE COMMISSION MEETING MINUTES
Monday, September 14, 2026

MUNICIPAL CIVIL SERVICE COMMISSION **REGULAR MEETING**
MINUTES **MONDAY, SEPTEMBER 14, 2026**

The Municipal Civil Service Commission convened in a regular meeting on Monday, September 14, 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 9:36 a.m.

Commissioners in Attendance:
Kevin Mullen, 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 July 13, 2026.
   The minutes from the Municipal Civil Service Commission regular meeting on July 13, 2026, were approved on Commissioner Umphress' motion, Commissioner Bennett's second on a 4-0 vote.

STAFF BRIEFING

2. Staff briefing regarding the Employee Relations model for tracking employee complaints. Presentation by Teena Gray-Hale, Employee Relations Manager, Austin Human Resources.
   Teena Gray-Hale, Employee Relations Manager with Austin Human Resources, provided a briefing regarding the Employee Relations model for tracking employee complaints.

DISCUSSION

3. Discussion and review of potential changes to the bylaws of the Municipal Civil Service Commission.
   Chair Mullen recessed the Municipal Civil Service Commission meeting at 10:17 a.m. to enter Executive Session to receive legal counsel, pursuant to Texas Government Code 551.071 (Legal Counsel exception), on potential changes to the bylaws of the Municipal Civil Service Commission.

Chair Mullen reconvened the commission meeting after returning from executive session at 10:53 a.m.

DISCUSSION AND ACTION ITEMS

6. 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

Chair Mullen and Commissioner Umphress, on a 4-0 vote, requested an item on the October 26, 2026, commission meeting agenda regarding the discussion of potential changes to Bylaws of the Municipal Civil Service Commission.

Chair Mullen requested Austin Human Resources provide a briefing at a Commission meeting in late spring 2027 on updates to the Employee Relations model for tracking employee complaints.

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

ADJOURNMENT

Chair Mullen adjourned the meeting at 11:05 a.m. without objection.

The minutes were approved at the October 26, 2026, meeting on Commissioner Carothers' motion, Commissioner Bennett's second on a 3-0 vote.