



CITY OF NEW ORLEANS

DEPARTMENT OF CITY CIVIL SERVICE
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CITY CIVIL SERVICE COMMISSION
BRITTNEY RICHARDSON, CHAIRPERSON
JOHN KORN, VICE-CHAIRPERSON
MARK SURPRENANT
RUTH WHITE DAVIS
ANDREW MONTEVERDE

AMY TREPAGNIER
DIRECTOR OF PERSONNEL

Thursday, March 6, 2025

Ms. Nicole May

Re: **Nicole May VS.
Information Technology and Innovati
Docket Number: 9625**

Dear Ms. May:

Attached is the action of the Civil Service Commission at the Commission's meeting on Friday, 2/3/2025.

Yours very truly,

A handwritten signature in blue ink, reading "Doddie K. Smith".

Doddie K. Smith
Chief, Management Services Division

cc: Kimberly LaGrue
Max V. Camp
file

**CIVIL SERVICE COMMISSION
CITY OF NEW ORLEANS**

**NICOLE MAY,
Appellant**

Docket No. 9625

v.

**INFORMATION TECHNOLOGY AND
INNOVATION,
Appointing Authority**

ORDER

The Department of Information Technology and Innovation (ITI) moved for summary disposition of Ms. May’s appeal pursuant to Civil Service Rule II, § 4.1, on the basis that Ms. May has no right of appeal as a probationary employee in the position of Information Technology Manager. The Commission heard oral argument on this motion at its special meeting on February 3, 2025. Ms. May appeared *pro se*. ITI’s motion for summary disposition is denied.

Ms. May was promoted from Information Technology Specialist III to Information Technology Manager on November 1, 2023. Her probationary period in that position would have ended on October 31, 2024. ITI removed her from the position of Information Technology Manager and returned her to her permanent position of Information Technology Specialist III on June 15, 2024. Based on the Fourth Circuit Court of Appeal’s recent decision in *Oliver v. Dep’t of Finance*, No. 2024-CA-0290 (La. App. 4 Cir. 1/16/25), ITI failed to provide appropriate notice under Civil Service Rule VII, § 1.1 of the reason(s) Ms. May failed the working test period. Rule VII, § 1.1 provides that “[a]t any time during his working test period, after the first two months thereof, the appointing authority may remove an employee Upon the removal, the appointing authority shall forthwith report to the Director and to the employee removed his action and the reason therefore [sic].”

Ms. May also alleges that ITI failed to evaluate her at three months and to place her on a performance improvement plan, as required by Rule VI, § 4.7. The parties may address this issue at the hearing of this matter.

ITI's motion for summary disposition is DENIED.



Brittney Richardson (Mar 3, 2025 17:43 CST)

BRITTNEY RICHARDSON, CHAIRPERSON



JOHN KORN, VICE-CHAIRPERSON



Mark C. Surprenant (Feb 18, 2025 12:36 CST)

MARK SURPRENANT, COMMISSIONER