

CIVIL SERVICE COMMISSION
SPECIAL MEETING
FRIDAY, DECEMBER 5, 2014

A special meeting of the City Civil Service Commission was held on Friday, December 5, 2014 at 1340 Poydras Street, Room 964. The Chairman convened the meeting at 10:11 a.m. Director Hudson called the roll and a quorum was established. Present were Commission Chairman, Michelle D. Craig, Vice-Chairman, Edward P. Cohn, and Commissioners, Joseph S. Clark and Ronald P. McClain. Director Hudson then proceeded with the business meeting.

The first item on the agenda was an amendment to the classified Pay Plan to raise the base pay of all current police officers by 3.75 percent while also implementing the 1.25 percent merit raise proposed in the Great Place to Work Initiative so that all current officers receive a full five percent raise on January 1, 2015 and to allow police officers not yet hired or not yet eligible for the merit raise due to tenure with the City, an adjustment to their entry level salaries by five percent, effective January 1, 2015. Director Hudson read the item and informed the Commission that Civil Service had received a request to amend this item to request a pay plan amendment that would be five percent. Chairman Craig moved to take up a matter that was not on the agenda. Commissioner McClain seconded the motion. The motion to take up a matter not on the agenda was approved unanimously. Mr. Robert Hagmann, Personnel Administrator, informed the Commission that the request from the Chief Administrative Office was to recommend a five percent hiring rate amendment to address the recruitment and retention problems relative to commissioned police classifications. The request also included the a recommendation to implement a pay policy to guarantee that all employees in the commissioned police classifications receive this five percent pay adjustment. Mr. Andrew Kopplin, Chief Administrative Officer, addressed the Commission and thanked them for scheduling the special meeting. He asked the Commission to approve the pay plan amendment and forward the necessary paperwork to the City Council in order for the Council to approve a motion on December 11, 2014 so that the five percent pay increase that was budgeted can start at the beginning of the year 2015. Mr. Eric Hessler, representative of the Police Association of New Orleans, Mr. Claude Schlesinger, Mr. Donovan Livaccari and Mr. James Gallagher, representing the Fraternal Order of Police (FOP) all addressed the Commission on the matter. On motion of Commissioner McClain and seconded by Vice-Chairman Cohn, the five percent pay plan amendment was approved unanimously.

Item #2 on the agenda was an amendment to Rule IV, Section 2.5 (a) related to the Great Place to Work Initiative merit increase, to ensure firefighters continue to receive a two percent raise and to recognize that annual salary increases mandated by federal or state law would replace the Great Place to Work's smaller 1.25 percent merit raise whenever they exceed that amount, effective January 1, 2015. Director Hudson informed the Commission that staff received a request to amend this item. Chairman Craig moved to amend the agenda to reflect discussion on the new rule. The motion was seconded by Commissioner Clark and approved unanimously. Mr. Hagmann read the amendment into the record. The rate of pay for any employee in a classified position may be advanced by action of the appointing authority, subject to the following limitations: 1) Annually, each organizational unit shall budget two (2)% percent of the combined base rates (as defined in Rule I, Number 10) of pay of all permanent classified positions filled in the organization unit as of January 1 of that year. 2) The Chief Administrative Officer has not declared that the city possesses insufficient funds for merit increases. 3) This increase shall not apply to any employees for whom pay increases are addressed under other federal, state, or local law. This increase shall not apply to commissioned law enforcement officers in the first year of implementation of this rule. Mr. Kopplin addressed the Commission, stating that one of the proposals that was a part of the Great Place to Work Initiative was to try to award annual salary increases to employees for good work. He explained that the administration was asking the Commission to implement the following: approve a \$10.10 minimum wage to submit to the Council (this has already been done), approve a 1.25 percent increase for city employees other than firefighters and commissioned police personnel to begin after performance evaluations have been completed for those who receive a competent or higher service rating, continue the two percent raise that firefighters receive for years three through twenty-three (which is required by state law), and a five percent raise for commissioned police officers. Mr. Hagmann explained that it would not be in keeping with good compensation principles to exclude merit pay from police officers because they are receiving a hiring rate and also to exclude merit pay from firefighters because they receive a longevity increase for years three through twenty-three. He explained that the administration was lumping different types of pay together. Each type of pay accomplishes a different objective. He noted that longevity pay recognizes experience, hiring rates recognize the market demands and merit pay addresses job performance. After more discussion, Ms. Christy Harowski, Deputy City Attorney, addressed the Commission stating that the pay plan has never been 100% uniform because police and fire have been treated historically differently based on state law. She expressed that from a legal standpoint, based on the historic differences, she did not feel that this new amendment would pose any legal problems with regard to different treatment. Mr. Felton urged the Commission to rethink the merit increases. Mr. Livaccari and Mr.

Schlesinger also addressed the Commission on this matter. Mr. Thomas Meagher, Fire Captain, asked the Commission to include firefighters in the merit increases. He explained that he has not received any of the fire longevity increases and since he has more than twenty-three years of experience with the Fire Department, he is not eligible to receive the two percent increase now. Vice-Chairman Cohn moved to accept the rule amendment to Rule IV, Section 2.5(a). The motion was seconded by Commissioner McClain and was approved by a vote of four to one, with Chairman Craig, Vice-Chairman Cohn and Commissioner McClain voting in favor of the motion and Commissioner Clark opposing the motion.

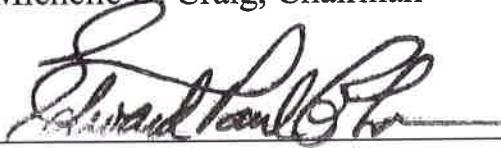
Commissioner McClain left the meeting at 11:25 a.m.

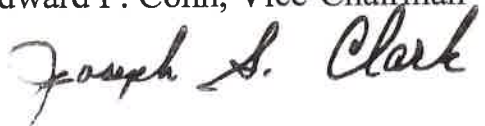
Item #3 on the agenda was a request from the administration to act quickly to implement the raises upon City Council approval so that the new rate is effective January 1, 2015 to ensure that no city employee earns less than \$10.10 per hour. Mr. Kopplin addressed the Commission and asked that they urge the Council to take up the \$10.10 pay plan amendment that was approved by the Commission and submitted to them earlier. Chairman Craig offered to submit a letter to the Council on the Commission's behalf urging the Council to approve the Great Place to Work Initiative's \$10.10 pay plan amendment so that it can be implemented on January 1, 2015. Mr. Randolph Scott spoke in favor of the \$10.10 pay plan amendment, but suggested that \$15.00 per hour be considered.

Item #4 on the agenda was a request from the administration to ensure that city employees, who are not eligible for the five percent raise budgeted for Police or the two percent raise budgeted for fire, receive a merit increase as proposed in the Great Place to Work Initiative and to ensure all current city employees meeting expectations are made eligible for this 1.25 percent raise, effective January 1, 2015. Mr. Kopplin informed the Commission that he was withdrawing the request because it was addressed in items #1 and #2. Director Hudson asked for clarification on the effective date for merit increases and that something be sent out to employees because the agenda states that it would be January 1, 2015. Mr. Kopplin stated that the increases would be after the performance evaluations have been completed and that he would work with staff to come up with an effective date for the 1.25 percent merit increase. Chairman Craig asked that the Commission be informed of timelines for turning evaluations and the implementation date for the merit increase. Mr. Randolph Scott spoke in support of pay increases for Police, Fire, and all city employees and suggested that these increases are fair to everyone. Mr. Felton also addressed the Commission with concern with Fire Department employees not getting any increases and others getting only a 1.25 percent increase. After more discussion on this matter

and with no other items to address, Vice-Chairman Cohn moved to adjourn the meeting. Chairman Craig seconded the motion and the motion was approved unanimously to adjourn the meeting at 11:54 a.m.


Michelle D. Craig, Chairman


Edward P. Cohn, Vice-Chairman


Joseph S. Clark, Commissioner


Ronald P. McClain, Commissioner