

CIVIL SERVICE COMMISSION
SPECIAL MONTHLY MEETING
Monday, November 13, 2017

A special meeting of the City Civil Service Commission was held on Monday, November 13, 2017 at 1340 Poydras Street, Suite 964. Ms. Lisa Hudson, Personnel Director called the roll. Present were Chairperson Michelle D. Craig, Commissioner Stephen Caputo, and Commissioner Clifton J. Moore Jr. representing a quorum. Chairperson Craig convened the meeting at 9:36 a.m.

Item #1 was a request from Sewerage and Water Board (S&WB) for pay plan amendments in operations, facilities maintenance, and engineering job classifications. Robert Hagmann, Personnel Administrator over the Classification and Compensation Division of Civil Service, stated that staff is proposing hiring rates for specialized job series unique to the Sewerage and Water Board in Operations, Facilities Maintenance, and Engineering. He noted that S&WB had hired a compensation consultant to look at best compensation practices at other utilities. The proposed rates were recommended by that consultant.

Mr. Hagmann noted that the classification in Operations include pumping, power generation and water purification positions. There are five different job series in this group who will receive, on average, a 15% increase. He further noted that the positions in Facilities Maintenance are responsible for all plant, mechanical and electrical maintenance and repairs. He noted that the proposed increase for these trades positions was approximately 12.5%. Finally, he noted that the positions in Engineering would impact a small number of city employees outside of the S&WB. He stated that the average increase for these positions was approximately 3.75% because the pay for engineering positions had been adjusted by the Commission in the last couple of years. Para-professional positions in Engineering would also be impacted including Engineering Technician and Engineering Specialist. Mr. Hagmann stated that staff is also proposing a new classification titled Facilities Engineering Supervisor at pay grade 75 step 9 (\$48,665) for para-professional engineering positions with subordinates. Additionally, Facilities Engineering Specialist will be retitled to Cost Estimator Specialist to reflect its cost estimation duties. Director Hudson noted that the slight difference between the recommendation of staff and S&WB's consultant is a result of table driven pay rates.

Terrence Ginn, a member of S&WB's emergency management team, thanked Commissioner Craig, Director Hudson, Amy Trepagnier and Brendan Greene for working with the emergency management team over the last few weeks. Mr. Ginn stated that the increases proposed are for critical positions at S&WB that keep the plant running and electrical working. He noted that these increases for critical positions are the first phase in a multiphase approach and that S&WB would be back before the Commission soon to address additional positions. Mr. Ginn stated he understood that the Commission had undertaken a compensation study for citywide positions and that S&WB looked forward to addressing pay issues for those employees as well.

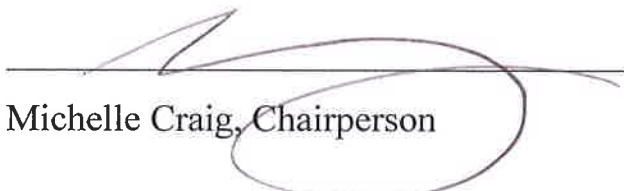
Commissioner Caputo asked what the increase would cost annually. Mr. Ginn responded that the cost was 3 million dollars and that the cost to fund the entire study would be 9 million dollars. The current proposal affects approximately 300 positions and approximately 40 classifications. Commissioner Moore asked which regions had been used as comparison cities. Mr. Ginn responded that the consultants had used private market and other governmental entities. He noted that the Commission's consultant, SSA, had met with S&WB's consultant in order to compare methodologies. He reported that SSA was comfortable with S&WB's consultant's methodology and that where there were issues, the consultants worked together to work those out. Commissioner Craig asked when the rates would go into effect. Director Hudson noted the proposed changes would have to be approved by the City Council. Commissioner Caputo asked if the current rates affected S&WB's ability to fill their 300 vacancies. Director Hudson responded that she thought they had an impact. Mr. Ginn noted particularly with the Engineers. Commissioner Caputo asked who pays for the 3 million dollar increase. Mr. Ginn responded that S&WB has the budget to fund the increase. Commissioner Caputo asked how that trickled down to the consumer. Mr. Ginn noted that, to his knowledge, S&WB was not proposing a rate increase to pay for the increase. The money will come from somewhere else within the existing budget. He also hoped that overtime would be reduced as a result. Mr. Ginn stated that S&WB had hired over 300 people last year, but had lost 175. Exit interviews revealed that much of the cause was pay. This increase should help with retention.

Mr. Hagmann noted that he was in support of the request, but noted that there was concern about the rest of the pay plan. Director Hudson noted that equity is being broken during this interim measure. Mr. Ginn committed to have the rest of the

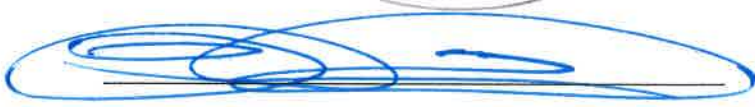
S&WB positions before the Commission for consideration before he leaves S&WB on November 30th.

Commissioner Caputo moved for approval of the request. The motion was seconded by Commissioner Moore and approved by all.

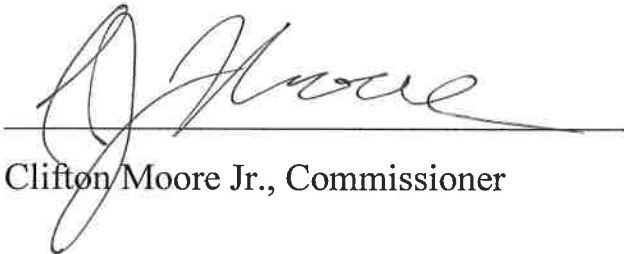
Commissioner Moore moved for adjournment at 9:50 a.m. The motion was seconded by Commissioner Caputo and approved by all.



Michelle Craig, Chairperson



Stephen Caputo, Commissioner



Clifton Moore Jr., Commissioner