



CITY OF NEW ORLEANS

DEPARTMENT OF CITY CIVIL SERVICE
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NEW ORLEANS LA 70112
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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

Friday, July 10, 2026

Julie Richard-Spencer
2540 Severn Avenue, Ste. 400
Metairie, La 70002

Re: **John Styron VS.**
Department of Fire
Docket Number: 9823

Dear Ms. Richard-Spencer:

Attached is the action of the Civil Service Commission at the Commission's meeting on Friday, 7/10/2026.

Yours very truly,

A handwritten signature in blue ink that reads "Doddie K. Smith".

Doddie K. Smith
Chief, Management Services Division

cc: Roman Nelson
William R. H. Goforth
John Styron
file

IN RE: John Styron v Department of Fire

Docket No: 9823 - Civil Service Commission

ORDER

Before the Commission was a motion by the Parties for the Commission to approve a settlement agreement reached by the parties. Upon consideration, the Commission finds that Parties have reached an amicable resolution which is attached hereto. Therefore:

The Parties' motion is hereby GRANTED.

Judgment rendered this 10th day of July, 2026

CITY OF NEW ORLEANS CIVIL SERVICE COMMISSION

YEA:



MARK SURPRENANT, COMMISSIONER



ANDREW MONTEVERDE, COMMISSIONER



RUTH WHITE DAVIS, COMMISSIONER

CITY OF NEW ORLEANS CIVIL SERVICE COMMISSION

STATE OF LOUISIANA

JOHN STYRON

VERSUS

NEW ORLEANS FIRE DEPARTMENT (NOFD)

DOCKET NO. 9823

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CIVIL SERVICE DEPT
NEW ORLEANS
2026 JUL - 2 P 3: 01

SETTLEMENT AGREEMENT

NOW COME the Parties, Appellant John Styron (“Appellant”), and the Appointing Authority New Orleans Fire Department (the “NOFD”), through their undersigned counsel, who represent that they have agreed to resolve the above-captioned matter prior to and in lieu of proceeding with the hearing scheduled for June 11, 2026, pursuant to Civil Service Rule II, Section 6.7.

Specifically, the Parties have agreed to the following terms:

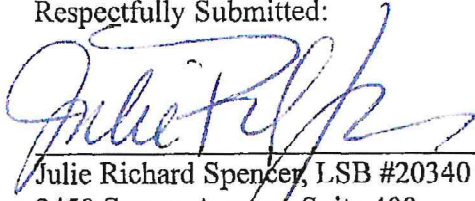
1. NOFD will rescind the January 2, 2026 termination of Appellant, and Appellant will be reinstated effective January 2, 2026 with credited seniority from that date to the present;
2. Appellant’s time off of work will be retroactively designated as Leave Without Pay (LWOP), and Appellant will remain on LWOP status;
3. Appellant will take all steps required to apply for disability retirement with the Firefighters’ Pension and Relief Fund while on LWOP status;
4. After a final, legal determination is made by the Firefighters’ Pension and Relief Fund of the City of New Orleans as to Appellant’s work-related disability status, and that

decision is affirmed by courts of competent jurisdiction, Appellant will either disability retire from employment with NOFD or will return to full-time regular employment within 120 days;

5. Appellant will remain on LWOP status until he either disability retires, returns to active-duty employment, resigns, or is removed involuntarily from employment;
6. Should Appellant remain unable to return to work and remain ineligible for a work-related disability retirement after the 120 day period described in Paragraph 4, the NOFD shall have the right to involuntarily terminate Appellant from employment, and Styron waives his right to challenge such termination;
7. Should Appellant be subjected to involuntary termination under Paragraph 6 above, Appellant will be paid for all remaining accrued sick leave at the time of his termination;
8. Appellant waives his right to back pay for the period of employment designated as LWOP, except that if, by negotiated agreement between the Parties or through litigation, it is determined that Appellant would have been or remains eligible for 365 pay under La. R.S. 33:1995, et. seq., then Appellant will receive any such pay to which he was entitled; and
9. Appellant will withdraw his appeal in the above captioned matter.

WHEREFORE, Appellant, John Styron, and the Appointing Authority, NOFD, through their undersigned counsel, request that this Agreement, reached prior to the scheduled Civil Service hearing, be entered into the record and be presented to the New Orleans Civil Service Commission for acknowledgment at its next scheduled meeting.

Respectfully Submitted:



Julie Richard Spencer, LSB #20340

2450 Severn Avenue, Suite 400

Metairie, LA 70002

Email: jrichard@ruspclaw.com

Telephone: (504) 885-9994

Counsel for Appellant, John Styron

Date: 7/2/26



William R.H. Goforth, LSB# 33153

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New Orleans, LA 70112

Email: wrgoforth@nola.gov

Telephone: (504) 658-9860

Counsel for the Appointing Authority, NOFD

Date: July 2, 2026