

CIVIL SERVICE COMMISSION
REGULAR MONTHLY MEETING
MONDAY, APRIL 21, 2014

The regular monthly meeting of the City Civil Service Commission was held on Monday, April 21, 2014 at 1340 Poydras Street, Suite 964. Present were Commission Chairman Kevin Wildes, S.J., and Commissioners Joseph S. Clark, Michelle D. Craig, Edward P. Cohn and Ronald P. McClain. The Chairman convened the meeting at 10:05 a.m. and proceeded by sounding the Commission's docket. At 10:30 a.m., on motion of Chairman Wildes and seconded by Commissioner McClain, the Commission voted unanimously to go into executive session to discuss matters taken under advisement and pending litigation. The Commission completed its executive session at 11:28. The Commission then moved to the City Council Chamber, City Hall, 1st Floor for the business portion of the meeting. The Chairman convened the meeting at 12:44 p.m. and proceeded to address the audience. Chairman Wildes thanked everyone for coming and explained that the Commission would hear comments from the audience. He further explained that the Commission would end the comment period at 4:00 p.m. and would schedule additional meetings to ensure that everyone who submitted comment cards would have a chance to give their comments before the Commission makes a decision on the matter.

The first item on the agenda was the minutes of the March 17, 2014 meeting. The minutes were approved unanimously on motion of Commissioner Clark and seconded by Commissioner Cohn.

Item #2(a) on the agenda was a request from the City to amend Civil Service Rules in order to accomplish Civil Service reform through the "Great Place to Work Initiative". Mr. Andrew Kopplin, Chief Administrative Officer, addressed the Commission by first introducing individuals on his team who would be speaking on The Great Place to Work Initiative. Mr. Kopplin stated that his team would give an overview of their efforts to improve conditions for the City's workforce by proposing Civil Service rule improvements that will lead to better hiring techniques, better careers for employees, better pay, better processes and better training for employees. He expressed the Administration's belief that the New Orleans personnel system needs updating and stated that he believes the proposed rule changes that are before the Commission for consideration maintain the Civil Service system and its protections while insuring that all personnel decisions are based on merit and that they incorporate best practices. Mr. Kopplin informed the

Commission that the Administration is asking them to consider 34 Civil Service rule changes and a new city minimum wage of \$10.10 per hour for all employees of the City of New Orleans government.

Ms. Charlotte Parent, Director of Health, addressed the Commission on better hiring techniques. Mr. Victor Richard, Director of the New Orleans Recreation Development Commission, spoke on better careers and better pay. Chief Timothy McConnell, Superintendent of the New Orleans Fire Department, addressed the Commission in the areas of better processes and the new minimum wage of \$10.10 for city employees and on better training. Mr. Kopplin then gave closing remarks, and asked that the Commission support all of the proposed rule changes and the new minimum wage proposal.

Item #2(b) on the agenda was Civil Service staff's response to the City's request regarding the Great Place to Work Initiative. Director Hudson then addressed the Commission expressing Civil Service staff's support in making changes to the current system, but expressed that change should be done in a way that is in keeping with the state constitution and the principles of the merit system. Ms. Shelly Stolp, Personnel Administrator of Classification and Compensation, addressed Recruitment, Hiring and Promotion reform. Mr. Robert Hagmann, Personnel Administrator, addressed Compensation reform, Performance Evaluation reform and Preferred Reemployment reform. Director Hudson gave final thoughts expressing that The Great Place to Work Initiative is a national movement and that "Trust" is the corner stone of this movement. She encouraged the Commission to look closely at the proposed rule changes and to consider making changes that would be consistent with the state constitution and the merit system.

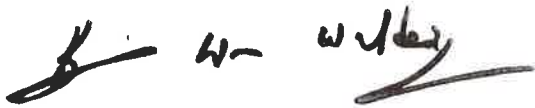
Item #2(c) on the agenda was to allow Public Comments. Comments were limited to three minutes per person. Chairman Wildes then announced that the Commission would hear comments from the public.

During the public comment portion of the meeting, twenty-two persons addressed the Commission. Speakers were allowed to use time of others as well as speak on behalf of others who filled out speaker cards. Public comment continued until 4:00 p.m.

Chairman Wildes announced that other public meetings would be scheduled to continue with public comments from persons who submitted cards, but did not have a chance to speak at this meeting. He also announced that there would be a

business meeting on the following Monday, April 28, 2014 in the Commission conference room to address the remaining items on the business meeting agenda.

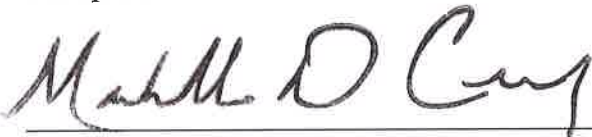
On motion of Commissioner Cohn and seconded by Commissioner Clark, the Commission voted unanimously to adjourn the meeting at 4:02 p.m.



Rev. Kevin W. Wildes, Chairman



Joseph S. Clark



Michelle D. Craig, Commissioner



Rabbi Edward Paul Cohn, Commissioner



Ronald P. McClain, Commissioner