

CIVIL SERVICE COMMISSION
REGULAR MONTHLY MEETING
MONDAY, SEPTEMBER 19, 2022

The regular meeting of the City Civil Service Commission was held on Monday, September 19, 2022 in City Council Chambers, 1300 Perdido Street, New Orleans, LA 70112. Ms. Doddie Smith, Personnel Administrator of the Management Services Division, called the roll. Present were Chairperson Brittney Richardson, Vice-Chairperson John Korn, and Commissioner Ruth White Davis. Commissioner Richardson convened the meeting at 10:10 a.m. The Commission then proceeded with the docket. At 11:10 a.m. on the motion of Commissioner Davis and the second of Commissioner Korn, the Commission voted unanimously to go into executive session. At 11:37 a.m. the Commission completed its executive session and proceeded with the business portion of the meeting.

Item #1 was the minutes for July 18, 2022 and August 12, 2022. This item was deferred.

Item #2 was the election of Chair and Vice Chair of the Civil Service Commission in accordance with Rule II Section 1.6. Commissioner Richardson nominated Commissioner Korn to serve as Vice-Chairperson. Commissioner Davis seconded the motion, and it was approved by Commissioners Richardson and Davis. Commissioner Korn abstained and the motion carried. Commissioner Korn nominated Commissioner Richardson to serve as Chairperson. Commissioner Davis seconded the motion, and it was approved by Commissioners Korn and Davis. Commissioner Richardson abstained and the motion carried.

Item #3 was the ratification of Public Integrity Bureau (PIB) extension requests. Eric Vilhelmson stated he opposed the extension of PIB #2022-0265-P. He stated he had worked at NOPD for seven years and left last August. More than a year after leaving the department, he was surprised to receive a letter that NOPD was seeking an extension in an investigation against him. He did not know the investigation was being conducted and he has not been contacted by NOPD for a statement or to provide evidence. He stated he was never notified about the original extension hearing so he did not receive due process. Commissioner Richardson stated the item would be deferred to the end of the business meeting. Commissioner Korn moved to approve the PIB extensions except for Mr. Vilhelmson's extension. Commissioner Davis seconded the motion, and it was approved unanimously.

Item #4a under Rule Amendments was a proposed amendment to Rule IV Section 1.3(b) and Rule IV Section 9.2(b) relative to the overtime pay cycle for non-exempt fire protection employees. Director Trepagnier indicated the City had received a costly quote from ADP, the City's payroll provider, for payroll system changes that would be needed. The Fire Department is working with the administration to determine if this expense will be funded this year or in the 2023 budget which would impact the effective date of the change. Director Trepagnier asked the Commission to allow the Rule change to lie over until a determination regarding the effective date can be made.

Item #4b was a proposed amendment to Rule IV Section 2.5 Merit Pay and Rule XI Section 1.6(e) Performance Evaluations. Director Trepagnier stated these changes were introduced at the previous meeting. She provided an overview of the proposed changes including the removal of the provision that allows the Chief Administrative Officer to forego merit pay by providing notice to the Commission that the funding is not available. The proposed changes also require yearly funding of merit pay during the budgeting process, change the pay to a lump sum as opposed to a percentage increase to eliminate recurring costs, and provide for a \$2000 lump sum each year for employees who exceed expectations. Director Trepagnier noted staff had received feedback from Sewerage and Water Board and had incorporated those comments into the draft. She stated the Chief Administrative Office had submitted feedback stating they were in support of the majority of the changes, but they would like to preserve the right of the Chief Administrative Officer to declare there are insufficient funds for merit pay. Josh Zuckerman, representing the Chief Administrative Office, stated there is a need to keep that provision in the Rule for budget flexibility reasons. The COVID pandemic taught us how quickly the budget situation can change and the need to adjust quickly. Commissioner Richardson stated merit pay has not been funded in five years. She asked what will stop the same situation from occurring again if we leave the budget piece as is. We need to see movement on this. We cannot keep having the dialogue that there is no funding. If we are working to recruit and retain the best talent, we need to move this forward. Mr. Zuckerman stated the goal is to pay merit pay under this rule. He suggested finding a way to express the situations in which merit pay would not be funded. We are just concerned with the automatic nature of this in the face of a midyear giant budget shortfall. Commissioner Richardson asked if he could present a plan by the next Commission Meeting. Mr. Zuckerman stated he believes they can work with staff on a proposal that everyone would be comfortable with.

Commissioner Korn asked what percentage of the City's budget would this account for. If we say it is subject to funding, it still leaves the employees guessing as to if

they are going to get it every year. Commissioner Davis stated she would like to see what sort of extenuating circumstances there would be where these merit payments would not be funded, otherwise it is more than fair to have it set in the budget. Employees should be able to expect it. It should not always be about if we can afford it. If we want to retain people and get the best employees, we must set aside that money yearly and in good faith.

Claude Schlesinger, representing the Fraternal Order of Police, stated at the Police Department, discipline compared to rewarding meritorious service is way out of whack. He noted that prior to the pandemic he worked with staff on a proposal that would require the funding of merit pay if City revenues reached a certain minimum threshold. It is important for loyal employees who do good work and exceed requirements to receive a merit pay increase. It is awful for the Administration to come in for the past five years after the rating period is over and say we can't afford it when in fact they could afford it. He stated he likes the proposal as it is proposed right now.

Director Trepagnier stated staff is open to considering very specific language in terms of the circumstances under which the Administration could say it has insufficient funds. Commissioner Richardson motioned to defer consideration of the rule change with the condition that the City sits with staff to come up with specific language to address the policy. She stated we need a concluded policy by the next meeting. Commissioner Davis seconded the motion, and it was approved unanimously.

Item #5a under Classification and Compensation Matters was a request from the Firefighters Association Local 632 for equity adjustments for Firefighters relative to the 2018 Pay Plan implementation. Louis Robein, representing the Local 632, stated it is his understanding that there is no dispute as to the City's collectively bargained obligation as expressed as a Letter of Intent (LOI) to pay these merit increases retroactively as well as prospectively. The LOI indicates that it is to be applied uniformly throughout the classified service. The question of if this is a gratuitous or onerous donation as defined under the Louisiana Constitution continues to be of issue, but not in the mind of the Attorney General. He stated the Attorney General has punted this issue back to the Commission. This is tempered by the fact that this is a collectively bargained settlement. The agreement with the City has been complied with except for this issue. The City made it clear back in 2020 they were going to do this subject to Commission approval, if approval was deemed necessary. There is no basis for Commission disapproval. This is an agreement, and we would like it enforced.

Commissioner Richardson asked how the City would receive equivalent value for the payments for those firefighters who are retired. Mr. Robein responded it is retroactive for services already rendered. It is like paying the \$75 million in retroactive pay for firefighters for services performed from 1992 until the date of the settlement in 2014. All pay cases are for the most part settled retroactively. Commissioner Richardson responded that in 2018, the Attorney General stated retroactive payments were impermissible. Mr. Robein stated we have cited the AG opinions in respect to the Monroe City Fire Department where on an annual basis firefighters are paid retroactive holiday pay in a lump sum in November whether they work the holidays or not. It is considered to be a supplement to their regular pay. That is essentially what this is. Commissioner Richardson stated the Commission's concern is that it would be gratuitous because of the retirees.

Aaron Mischler, President of the Local 632, stated his membership had stopped volunteering to work overtime because the department was running on overtime instead of hiring new firemen. He stated the Mayor noticed this and made this agreement with us. Police longevity bonuses are retroactive based on when they started on the job. He does not understand how this would be any different. It is going back to pay for work they have already completed when they should have been brought up to that 10% back in 2018. We are asking the Commission to make the City honor the agreement that was collectively bargained. He noted the LOI had been signed by him, the Mayor, and the Law Department.

Josh Zuckerman stated a lot of this hinges upon legal decisions. The City continues to have legal concerns with these payments. The administration has been working on these issues in good faith. The Law Department does not believe this was collectively bargained.

Elizabeth Robins, representing the Law Department, stated the 2018 Attorney General's opinion makes clear that any retroactive payment is a gratuitous donation. That is the problem in this particular case. This is a Letter of Intent. Referring to it as an agreement or collective bargaining agreement is not correct. It matters if what was intended runs afoul of the law or the Constitution.

Commissioner Richardson stated the concern goes back to gratuitous donation law. Commissioner Korn stated he is concerned there was an agreement that was essentially breached. He asked if not awarding a percentage increase to all employee was an error. Director Trepagnier responded that it depends on which Civil Service Rule you are traveling under. The 2018 Pay Plan changes were a result of a market-

based pay study conducted by a consultant which recommended 10% increases to the base pay rates of all job classifications. As a result, the base steps for all positions were increased by 10%. If an individual fell somewhere within that 10%, they received varying increases based on how close they were to the new minimum rate. Some people received 10% and some received 2%. The purpose was to move the base rates for job classifications to market, not to move individuals above market. There were pay policies that did guarantee smaller increase such as 5% for lower paying positions and a 1.25% guarantee for all positions, but there was not a guarantee for all individuals to receive a 10% pay increase.

Commissioner Richardson stated she would like to look at more information and numbers. She motioned to defer the item. Commissioner Davis seconded the motion, and it was approved unanimously.

Item #5b was a request from Sewerage and Water Board to create a 5% special rate of pay for employees who are certified by the National Association of Sewer Service Companies (NASSCO). Robert Hagmann, Personnel Administrator, stated this new special rate of pay is meant to encourage non-exempt Sewerage and Water Board employees to obtain these certifications to enhance efficiency and effectiveness. Commissioner Korn motioned to approve the new special rate of pay. Commissioner Davis seconded the motion, and it was approved unanimously.

Item #5c was a request from the New Orleans Public Library to create the new classification of Library Fiscal Administrator. Mr. Hagmann explained that the proposed classification elevates the position to that of a bureau chief which is consistent with similar fiscal positions in other departments. This is an upgrade of the current allocation of Finance Operations Manager. Commissioner Davis motioned to approve the new classification. Commissioner Korn seconded the motion, and it was approved unanimously.

Item #5d was a request from the New Orleans Public Library to create the new classification of Library Archivist. Mr. Hagmann stated this position is being proposed as a result of the City's archival program. The position oversees the Archive and Special Collections functions. It also works with City agencies to establish policy relative to document retention. Commissioner Davis motioned to approve the new classification. Commissioner Korn seconded the motion, and it was approved unanimously.

Item #5e was a request to change the title of Purchasing Agent Assistant to Lead Buyer. Mr. Hagmann noted the title change will better reflect the para-professional

work performed by this position. Director Trepagnier noted there is not a hiring rate increase associated with this retitling. Commissioner Korn motioned to approve the title change. Commissioner Davis seconded the motion, and it was approved unanimously.

Item #5f was a request to change the title of Public Integrity Bureau Intake Specialist to Police Intake Specialist. Director Trepagnier noted that staff has been working closely with NOPD and the Consent Decree Monitors to recommend civilian positions that can assist in reducing the workload of commissioned officers. This title change would allow for the use of an existing job title as part of the expansion of the Alternative Police Reporting (APR) program. These positions would assist citizens with making police reports by telephone or online when appropriate instead of having an officer respond to the scene. Commissioner Davis motioned to approve the title change. Commissioner Korn seconded the motion, and it was approved unanimously.

Item #5g was a request from the Sewerage and Water Board (S&WB) for an exception to Rule IV, Section 9.7(a) relative to individuals exceeding overtime limits for 2022. Director Trepagnier stated that S&WB has provided forms for each employee who exceeded the 750-hour limit for overtime which explain the reason for doing so. Commissioner Davis asked who gets this data. Director Trepagnier noted it is tracked internally at S&WB as well as sent to Civil Service. Commissioner Davis moved for approval. The motion was seconded by Commissioner Korn and approved unanimously.

Item #6a under Recruitment and Selection Matters was the approval of examination announcements 10663-10711. Commissioner Korn motioned to accept the announcements. Commissioner Davis seconded the motion, and it was approved unanimously.

Item #6b was a request from NOPD to eliminate the use of marijuana within the most recent twelve months as an automatic disqualifier for Police Recruit and Officer applicants. Director Trepagnier noted the request does not remove the requirement of applicants to pass a substance abuse screening at the time of hire. Jonette Williams, Deputy Chief over the Management Services Bureau, stated the request is based on the fact that many cities have changed their laws and regulations and we don't want to reject a candidate who may be from a place where it was legal. Commissioner Korn motioned to approve the request. The motion was seconded by Commissioner Davis and approved unanimously.

Item #6c was a request from the Firefighters Association Local 632 to extend the Fire Captain Eligible List. Director Trepagnier stated the Commission had extended the list until the September meeting at the request of Mr. Mischler because it was scheduled to expire during the Commission's August break. Mr. Mischler is now requesting to extend the existing list of 33 candidates to June 1, 2023 until a new eligible list can be established. Director Trepagnier noted Fire department leadership agrees with the extension request. Funding has been requested to create a new exam next year. Commissioner Davis moved to extend the list. Commissioner Korn seconded the motion, and it was approved unanimously.

Item #7 was a request from the New Orleans Firefighters Association regarding the validity of the Fire Department's sick policy. Aaron Mischler stated the Fire Department's new sick leave policy, passed in June of 2022, is contrary to Civil Service Rule VIII Section 2. NOFD's policy requires an employee's doctor to disclose the nature of the employee's illness or injury after two days, while the Civil Service Rules require that disclosure after six days. If the written disclosure is not made by a third-party physician, the employee is subject to discipline. There have been firefighters whose doctors will not disclose this information. The policy is arbitrary and unreasonable. He asked the Commission to overturn the policy in favor of the six-day policy in the Civil Service Rules. Director Trepagnier stated there is nothing in the Rules that prohibits a department from enacting a stricter policy based on business necessity. Commissioner Davis stated she is concerned there may be Health Insurance Portability and Accountability Act (HIPAA) violations.

Fire Superintendent Roman Nelson stated he has not received anything in writing from the union regarding the exact Civil Service Rule that is being violated. He noted requesting the nature of the illness is already required by the Civil Service Rules. The difference with the Fire Department is the work schedule. When regular employees miss work it is lost productivity, when a firefighter misses work it causes a staffing issue and lives can be placed at risk. We have just modified the existing rule for when a firefighter pulls up sick beyond their allotted tour. Once a quarter he or she can pull up sick without documentation. If they call in sick a second time that is when they are required to have a doctor's note including the nature of the illness or injury. We believe the policy is in line with Civil Service Rules. Chief Nelson stated there is a process whereby an employee can provide the notice in a sealed envelope and the illness will remain private until it reaches human resources. Mr. Mischler stated the problem isn't with the need for the nature of the illness, it is with the disciplinary aspect if a doctor does not follow the policy and refuses to put the information on the form.

Elizabeth Robins stated by law a doctor cannot deny you the right to your medical records. As far as HIPAA violations, you are asking to be able to use your sick leave. To honor that request we are asking to know the nature of the illness or injury. It could be the case that we need you to apply for coverage under the Family Medical Leave Act. Ms. Robins stated that paragraph b of the Civil Service Rule says if there is a reasonable doubt as to the validity of the sick leave, then a department is permitted to request a doctor's note for less than six days. She noted medical records are maintained in secure medical files separate from other personnel documents. If there are concerns this should be treated as a petition for investigation and we can talk about ways to adjust the policy.

Donnovan Livaccari, representing the Fraternal Order of Police, stated he does not believe HIPAA is the problem, the problem is the Americans with Disabilities Act (ADA) which tells employers they are not permitted to ask questions that may reveal a disability, even if there is no disability. It could be different if there is a pattern or evidence of sick leave abuse.

Louis Robein stated in addition to ADA, there is guaranteed 365 days of sick leave for firefighters for on and off duty injuries.

Mr. Mischler stated the issue is the disciplinary action taken if a doctor refuses to fill out the paperwork that includes the nature of the illness or injury. Employees disclose the nature of illness verbally and it is not an issue.

Chief Nelson stated this policy is about curbing sick leave abuse. Vacation days and casual days off go by seniority, so this may cause sick leave abuse particularly around the weekend. He stated he has the data to show when sick leave use increases. He stated the 365-leave brought up by Mr. Robein has nothing to do with this. Mr. Mischler stated if the department is worried about sick leave abuse, they can send a Chief to check on any member at any time.

Commissioner Richardson stated there needs to be additional conversation between the parties. There are valid points, and the citizens depend on the Fire Department. The fire employees also must be able to take care of themselves. Commissioner Davis stated based on her forty years of experience working with physicians, the employees should have the conversation at the beginning of the visit about what documentation they need and if the physician is unwilling to provide it, they should not have the visit. Mr. Mischler responded that the policy is determining my personal healthcare. Chief Nelson reiterated the policy is about keeping engines in

service and keeping the public safe. Commissioner Davis motioned to defer the item. Commissioner Korn seconded the motion, and it was approved unanimously.

Item #8 was a request from City Planning employees for an exception to Rule III Section 4 to grant back pay for performing work in a higher classification. In attendance to make the request were City Planning employees Rachel Berg, Emily Ramierz-Hernandez, Simone Lebailleux, and Valerie Goines. Aspen Nero also made the request but was not in attendance. Emily Ramierz-Hernandez stated this rule provides for additional compensation for employees who take on the additional duties of vacant full-time positions. The difference in our case is the positions were not vacant, but rather newly proposed positions. She asked the Commission to grant an exception to the Rule. During the pandemic the City Planning staff experienced a 50% attrition rate and the department's 2021 budget received a 40% cut. As a result, the department had a need to restructure and create new senior leadership positions to fill vital, legally required duties of the department. Requisitions for these positions were submitted by City Planning on December 2, 2021 following the approval of the department's mid-year budget adjustments. On December 20, 2021 the Chief Administrative Office denied these requisitions en masse to clear their cue prior to the end of the year. In January of 2022, the Chief Administrative Office instructed the department not to move forward immediately due to concerns with projected revenues. As such, new requisitions were not submitted until March 2, 2022. Staff took on the duties of the promotional positions because they were assured by the Chief Administrative Officer that the increases could be retroactive. They were later informed by Civil Service that the promotions could not be backdated to January because there is no mechanism in the Civil Service Rules to allow it.

Commissioner Richardson asked who gave the budgetary approval to move forward. Ms. Ramierz-Hernandez stated our Executive Director had meetings with the Chief Administrative Officer and we believe it was around March. Commissioner Richardson asked if that approval had been provided in writing. Ms. Ramierz-Hernandez responded it had not been provided in writing. Commissioner Richardson asked if the Director of City Planning is in favor of the request. Ms. Ramierz-Hernandez responded she does not believe he opposes it. Ms. Lebailleux and Ms. Goines then listed the duties the employees performed after assuming their new roles. Ms. Ramierz-Hernandez asked the Commission to approve the exception based on the unique conditions of the last several years, the intent of Rule III Section 4, and the duties that have been fulfilled.

Director Trepagnier stated that anytime a person is hired or promoted their department completes an electronic requisition that is routed to various entities in City government including the budget office and the Chief Administrative Office until it ultimately reaches Civil Service. She noted promotions for employees in her own department had been delayed due to the City's budgetary issues. She stated the intent of Rule III Section 4 is to compensate an employee when they are drafted to perform the work of that person and there is no eligible list. In this case, there was no vacancy because the positions were new allocations within their career series. They are not replacing a person who previously performed this work. Additionally, there were eligible lists in existence for these positions, but they were not certified because the requisitions were cancelled by Budget personnel. Commissioner Davis stated she appreciated the work the employees have done. She stated she would like to hear from the Executive Director of City Planning. Commissioner Davis motioned to defer this item to the October meeting and request that the Executive Director of City Planning attend that meeting. Commissioner Korn seconded the motion, and it was approved unanimously.

Item #9 was a request to consider the appeal of Police Sergeant Keira Isaac's denial for promotion to Sergeant while on maternity leave. Claude Schlesinger stated NOPD's denial of promotion to Sergeant for Ms. Isaac while she was on maternity leave is a violation of NOPD policy, CAO policy, Civil Service Rules, a State statute, and several federal laws. They all prohibit what NOPD did, but none have a penalty provision for failure to follow the Rule, statute, or provision so the Commission is the best remedy. He stated he was remiss in not filing his appeal sooner because he was working with the Police Superintendent. When he filed it, staff responded it is not compliant with Rule 6.6. However, that rule calls for an investigation about a promotion that was made, not the failure to promote. Commissioner Davis asked if there was a timeline during which Ms. Isaac was required to submit the petition. Director Trepagnier responded that the Rule requires it to be submitted within 90 days of the appointment or promotion at issue. She did not meet that requirement. Mr. Schlesinger stated the Rule talks about a particular promotion or appointment from a list, she is not complaining about another promotion or appointment made. She is complaining about the failure to promote. There is no provision for relief. Commissioner Davis motioned to deny the request for investigation due to failure to meet the 90-day provision of the Rule. Commissioner Korn seconded the motion, and it was approved unanimously.

Item #10 was a request for investigation from the Police Association of New Orleans relative to the disciplinary status of Police Officer James Cunningham. Director Trepagnier reported that staff is investigating this item. NOPD has submitted several

documents and staff is awaiting several more. The City has represented they will submit those documents in the next two weeks.

Item #11 was a request from Ashanti Ross relative to the designation of her separation reason from NOPD. Commissioner Richardson stated it has come to her attention that the Commission may lack jurisdiction to make a ruling on this request. Christina Carroll stated she had located a 2006 Fourth Circuit finding in *Foucha v. NOPD* that determined the Commission lacks jurisdiction over the separation reason from NOPD. It is not an employment related dispute within the Commission's jurisdiction. Elizabeth Robins stated she had checked the records and no appeal had been filed by Ms. Ross in December of 2012 regarding an alleged forced resignation.

The Commission then returned to Item #3 regarding Mr. Eric Vilhelmson's request to deny the request for an extension in his PIB case. Commissioner Richardson stated that Mr. Vilhelmson was no longer employed by NOPD, so the issue is mute. The provisions of the Police Officer Bill of Rights are no longer applicable here because Mr. Vilhelmson is no longer employed by NOPD. Commissioner Richardson motioned not to ratify, the motion was seconded by Commissioner Korn and approved unanimously.

Director Trepagnier stated a request had been received from the Administration to add some informational items relative to recruitment incentives for New Orleans Police Officers. Commissioner Korn motioned to add the items to the agenda. The motion was seconded by Commissioner Davis and approved unanimously.

Gilbert Montaña, Chief Administrative Officer, stated his intention was to introduce the proposal, allow our teams to work together, and then he would send a request for a special meeting. This is time sensitive because we need all approvals before we can start advertising these incentives. He noted there were concerns expressed by Civil Service staff, but his team and the Law Department are confident in the proposed structure. There has been a strong decline in the number of officers. We are proposing a \$20,000 recruitment and incentive package for newly recruited officers. We are proposing a \$10,000 retention package for both existing and new employees. We are also proposing a higher level of pay increases of 5%, 5%, 5% over the next three years as well as a no cost health insurance program. We are also proposing similar incentives for lateral transfers. There is a 200-officer cap to the program. That can be adjusted. On top of what the Commission previously approved, is \$10,000 after three years of service. Mr. Montaña covered other additional proposed benefits including education incentives, relocation incentives, housing support, equipment, and additional support from civilians. He noted that

major city in America is competing for the same people. He provided regional and national comparisons for Police Recruit incentive pay.

Claude Schlesinger stated the Fraternal Order of Police supports this program. He urged the Commission to take up the proposals expeditiously. Retention and recruitment are vital to the department. Commissioner Richardson commended the Administration for working with the staff. She stated she anticipates and expects to receive something the Commission can approve and move the City forward with respect to public safety. Community safety is everyone's responsibility. We need everyone involved included counselors, faith-based agencies, and social workers. It cannot be just one thing. Commissioner Davis stated she loves wholistic approaches. Let's not forget about wholistically supporting our officers in terms of caring for their mental health and assisting them with coping strategies.

Commissioner Korn stated the Commission will be as responsive as possible, but he is concerned that when the Commission gets something to approve it will not meet all regulatory requirements. He wants to make sure we can do the \$20,000 recruit bonus legally. That needs to be addressed prior to coming to a meeting. Mr. Montañó responded he understands we need to operate in a box, but that doesn't mean we can't change what that box looks like for the end goal. If our sides do not meet on the technicalities, we hope the Commission would be open to figuring out a new way to evaluate this to get to the same end goal.

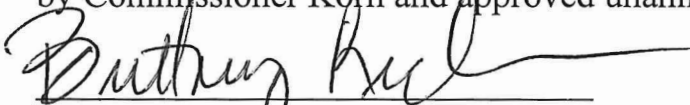
Commissioner Richardson stated there is opportunity to work things out before you come back to the Commission. The Commission wants to give you a yes, but we are bound by the Constitution and guidelines. Don't make it hard for us to give you that yes. Make sure if you are thinking you have something that is innovative that you work with our staff before you get before the Commission.


Director Trepagnier stated the next request is from NOPD to amend Rule VI section 3.5d. Currently, the Rule gives departments 45 days to make a hire from an eligible list. Commissioner Davis motioned to add the item to the agenda. Commissioner Korn seconded the motion, and it was approved unanimously. Director Trepagnier stated NOPD has indicated they have difficulty making hires within the 45-day window permitted by the Rule because they must perform extensive background checks on their applicants. The proposed amendment would give public safety departments who perform background checks 90 days to do so. Director Trepagnier noted this was an introduction of the amendment to the Rule. It will lie over for consideration at the next Commission meeting.

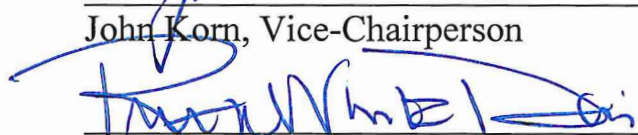
Next was a request from NOPD to add an item to create the new classification of Police Investigative Supervisor. Commissioner Davis motioned to add the item to the agenda. Commissioner Korn seconded the motion, and it was approved unanimously. Director Trepagnier stated this new classification will serve as the supervisor of new civilian positions that aid and assist officers by taking reports and performing some investigations. Commissioner Davis motioned to approve the new classification. Commissioner Korn seconded the motion, and it was approved unanimously.

Director Trepagnier reported that NOPD had requested to add the creation of a new classification of Police Bureau Chief of Staff. Commissioner Korn motioned to add the item to the agenda. Commissioner Davis seconded the motion, and it was approved unanimously. Director Trepagnier stated this new classification is another piece of the effort to assist NOPD with the civilianization of some positions. These positions will provide high level professional support to Assistant Superintendents over each of the Police Bureaus. Commissioner Davis motioned to approve the positions. Commissioner Korn seconded the motion, and it was approved unanimously.

Commissioner Davis moved for adjournment at 2:27 p.m. The motion was seconded by Commissioner Korn and approved unanimously.



Brittney Richardson, Chairperson

John Korn, Vice-Chairperson

Ruth White Davis, Commissioner