



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

Monday, March 16, 2026

Mr. Victor R. Farrugia
1340 Poydras Street, Suite 2100
New Orleans, LA 70112

Re: **Henry Beba Jr. VS.**
Department of Fire
Docket Number: 9820

Dear Mr. Farrugia:

Attached is the action of the Civil Service Commission at the Commission's meeting on Friday, 3/13/2026.

Yours very truly,

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

Doddie K. Smith
Chief, Management Services Division

cc: Roman Nelson
Max V. Hagan-Camp
Henry Beba

file

IN RE: Henry Beba, Jr. v Department of Fire

Docket No: 9820 - Civil Service Commission

ORDER

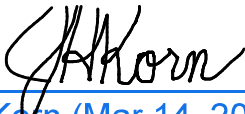
Before the Commission was a motion by the Parties for the Commission to approve a settlement agreement reached by the parties. Upon consideration, the Commission finds that Parties have reached an amicable resolution which is attached hereto. Therefore:

The Parties' motion is hereby GRANTED.

Judgment rendered this 13th day of March, 2026

CITY OF NEW ORLEANS CIVIL SERVICE COMMISSION

YEA:



John Korn (Mar 14, 2026 17:49:38 CDT)

JOHN H. KORN, VICE-CHAIRPERSON

Mark Surprenant, Commissioner

Mark Surprenant, Commissioner (Mar 13, 2026 15:33:00 CDT)

MARK SURPRENANT, COMMISSIONER

Ruth White Davis (Mar 13, 2026 17:39:11 CDT)

RUTH WHITE DAVIS, COMMISSIONER

CITY OF NEW ORLEANS CIVIL SERVICE COMMISSION

STATE OF LOUISIANA

HENRY BEBA, JR.

VERSUS

NEW ORLEANS FIRE DEPARTMENT (NOFD)

DOCKET NO. 9820

NO CIVIL SVC FEB 10 2026 11:16P

SETTLEMENT AGREEMENT

NOW COME the parties – Appellant, Henry Beba, Jr. (“Chief Beba”), 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 February 10, 2026, pursuant to Civil Service Rule II, Section 6.7.

WHEREAS, the Parties acknowledge the following:

- A. Chief Beba has filed a federal lawsuit in the Eastern District of Louisiana, Case No. 2:25-cv-01230-LMA-EJD, which alleges causes of action against the NOFD and others regarding his employment at the NOFD.
- B. Beba is not waiving any other claims in other jurisdictions and is not waiving his right to present evidence in other matters in other jurisdictions of the underlying allegations of this appeal and the facts of this appeal.
- C. This settlement resolves the appeal Docket No. 9820 involving the issues of reinstatement of Chief Beba and the amount of sick leave the NOFD must restore to him upon his reinstatement. Therefore, Chief Beba is not agreeing herein for the NOFD or any third party administrator, insurer, or agent to recoup, offset or clawback any wages, benefits, or leave previously paid to him that is not a sick leave payment.

D. Nothing in this Agreement adjudicates, resolves, limits, or waives any workers' compensation rights, benefits, claims, or defenses, all of which are expressly reserved and governed exclusively in the proper forum.

NOW THEREFORE, the Parties agree:

NOFD agrees to:

1. Revoke the disciplinary action issued on December 9, 2025, of an involuntary retirement due to medical condition, effective January 2, 2026, to reinstate Chief Beba effective retroactively as of January 2, 2026;
2. Reinstatement of Chief Beba to his previous assignment effective March 20, 2025;
3. Chief Beba's reinstatement to ODI status shall be unconditional and shall not be probationary, medically conditioned, or subject to special monitoring, reporting, or evaluative requirements beyond those generally applicable to similarly situated employees.
4. Restore Chief Beba's sick leave to reflect all sick leave that was used by the NOFD for Chief Beba's ODI status since July 3, 2025, instead of using his "365 leave" pursuant to La. R.S. 33:1995. Restore his sick leave that was used during the period that Chief Beba qualified for worker's compensation. Restore his sick leave for any other reason that it was improperly used since July 3, 2025 (if any). If Chief Beba does not agree with the amount of sick leave restored to him by the NOFD, he will present the discrepancy to the Civil Service Commission when this agreement is presented for approval, for a final resolution by the Commission.
5. Correct Chief Beba's personnel file to reflect the reinstatement from involuntary retirement, including all of his retirement and seniority benefits.

6. Reimburse Chief Beba the amounts he paid for COBRA insurance from January 2, 2025 until the effective date of the cancellation of COBRA.

In consideration of NOFD's terms of resolution as detailed herein, Chief Beba agrees to:

1. Withdraw his appeal in the above-captioned matter;
2. Chief Beba will cancel his COBRA insurance as soon as he is able after he is reinstated.

This Agreement shall be construed and interpreted in accordance with the laws of the State of Louisiana.

The Parties agree that nothing in this Agreement or the negotiation process shall be construed as an admission or evidence of liability under any federal, state, or municipal law. This Agreement is not an admission by any Party, or any current or former officer or employee of the City, that any person has engaged in any unconstitutional, illegal, or otherwise improper activities or conduct.

The Parties agree that this Agreement constitutes a single, integrated written agreement expressing the entire agreement of the Parties hereto relative to the subject matter hereof, and that all prior discussions and negotiations have been, and are, merged and integrated into, and are superseded by, this Agreement.

WHEREFORE, Appellant Henry Beba, Jr. and the Appointing Authority, 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 approval at its next scheduled meeting.

Respectfully Submitted:



Victor Farrugia, LSBA# 19324
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Email: vfarrugia@faruggialawfirm.com
Telephone: (504) 905-7215
Counsel for Henry Beba, Jr.

Date: February 10, 2026



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1300 Perdido Street, Room 5E03
New Orleans, LA 70112
Email: mvcamp@nola.gov
Telephone: (504) 658-9816
Counsel for the Appointing Authority, NOFD

Date: February 10, 2026