

**CIVIL SERVICE COMMISSION  
FIRE DEPARTMENT SICK LEAVE WORKING GROUP  
MINUTES  
TUESDAY, MAY 12, 2026**

The Fire Department Sick Leave Working Group met on May 12, 2026, at 10:00 A.M. Present were Commissioner John Korn, Superintendent of Fire Roman Nelson, Aaron Mischler, Louis Robein, William Goforth, Christina Carroll, Amy Trepagnier, and Christina Hamilton. Also in attendance were Erdwin Fuentes, John Gallagher, and Katrina Huber.

The members approved the minutes from the April 12, 2026, meeting.

The members discussed dual assignment pay and agreed to lower the hours threshold for this rate of pay. This change to the pay plan requires Commission and City Council approval. John Gallagher, of New Orleans Firefighters Local 632 (“Union”), agreed to share the data the Union prepared about firefighters working out of class for less than 12 hours.

The members discussed whether firefighters may be required to work out of class when the firefighter lacks the minimum qualifications for the higher position. The Personnel Director referenced Civil Service Rule 3, § 4.1, which authorizes temporary pay for work in a higher classification even when the employee does not possess the minimum qualifications for the higher classification.

The members discussed the second draft of the proposed ADM 31-24 SOP, the New Orleans Fire Department (NOFD) Illness and Injury Policy. Representatives of the Union objected that the draft did not contain all of the agreed-upon changes from the April 21 meeting. Counsel for NOFD stated that any omissions were inadvertent and that he would prepare a third draft in advance of the next meeting.

NOFD proposed a change to Civil Service Rule VIII, § 2.5, conditioning approval of sick leave under Civil Service Rule VIII, § 5.1 on later submission of documentation from a medical provider. The Union objected to the proposed rule change.

Counsel for NOFD will circulate a third proposed draft of ADM 31-24 SOP based on the issues discussed at the meeting.

The Working Group will meet again on May 26 to discuss the remaining items on the Agenda and the new draft of ADM 31-24 SOP.

NOFD Sick Leave Working Group  
Minutes from May 12, 2026, meeting

The meeting was adjourned at noon.