

CIVIL SERVICE COMMISSION
SPECIAL MONTHLY MEETING
Tuesday, October 10, 2017

A special meeting of the City Civil Service Commission was held on Tuesday, October 10, 2017 at 1340 Poydras Street, Suite 964. Ms. Lisa Hudson, Personnel Director called the roll. Present were Chairperson Michelle D. Craig, Vice-Chairperson Ronald P. McClain, and Commissioner Clifton J. Moore Jr. representing a quorum. Chairperson Craig convened the meeting at 1:05 p.m. Commissioner Tania Tetlow joined the meeting at 1:06p.m.

Item #1 was a request from the New Orleans Police Department to amend the Classified Pay Plan in the following manner:

- a. Create new classifications, title changes, consolidation of classifications, and hiring rates affecting the commissioned Police classification series
- b. New 10% special rates of pay for Police Officers acting as detective
- c. Amendments to Police special rates of pay to reflect the new title changes and the addition of a new classification
- d. New and revised classification specifications for the new Police classification series

Michael Harrison, Police Superintendent, was first to address the Commission. He stated that the proposed pay plan amendments would help to address retention challenges and help to build and maintain a 21st century police force. Superintendent Harrison noted that the plan is built to increase compensation across the board and to restructure and streamline a path to career development and advancement. The plan has four key components. First, it provides competitive salaries. Second, it creates special assignment pay, especially for detectives, keeping their skillsets and experience in place where they are needed most. Third, it provides the opportunity for more rapid advancement, eliminating duplicate job descriptions in the rank structure and opening the path for motivating candidates to achieve higher levels of compensation. Lastly, it addresses long-standing compression issues which have frustrated the New Orleans Police Department and labor leaders for many years by rationalizing the steps in pay between senior ranks and incentivizing long term career investments for veteran Officers. The proposed pay plan is the best way to compensate the men and women of the Department and to attract and retain the experienced and accomplished Police Officers that the Department wants protecting the people of New Orleans. Superintendent Harrison

stated that the proposed pay plan was put together with the help and support of the Fraternal Order of Police (FOP), the Black Organization of Police (BOP), the Forward New Orleans Coalition, the New Orleans Police and Justice Foundation. It has the support of Mayor Mitch Landrieu and the City Council. The pay plan is one part of the ongoing efforts to improve the efficiency and effectiveness of the NOPD. He went on to note other investments the Department is making in equipment and infrastructure. Superintendent Harrison stated that NOPD believes the proposed pay plan is a crucial element of its commitment in getting Officers every resource they need to ensure citizen safety. It would not only attract, but help to retain the very best men and women for the job.

Eric Melancon, NOPD Deputy Chief of Staff, stated that the Department has been in consultation with the Civil Service staff, the class and compensation consultants and labor groups to develop a unified plan that does a lot of good but is not perfect because of budgetary restrictions. He noted that it has a sustainable path and addresses long standing issues of the department. Mr. Melancon noted that over the last 3.5 years, over half of the voluntary resignations were people in the 5-20 year range. Exit interviews showed complaints about career progression being too slow, not enough job opportunities, and better pay, career opportunities and the flexibility of other departments. More often than not, voluntary separations were Officers going to another law enforcement agency. The proposed pay plan was initially to focus on retaining those veteran Officers and provide an improved job classification structure that gives quicker opportunity for advancement. The proposed pay plan has combined Police Officer II, III, and IV into a Senior Police Officer class, created a detective special rate of pay and a Police Corporal class between Senior Police Officer and Police Sergeant. The NOPD is also looking at proposing base pay for supervisory positions that are more in line with the southern regional average.

Mr. Melancon further stated that the base rate of pay for Police Officer is somewhat in line with other southern jurisdictions, but the Police Sergeant and Lieutenant positions are lagging behind NOPD's peers. He noted that this is not across the board raises, as that would not have solved the compression issue. This pay plan looks at the Sergeant and Lieutenant positions and tries to adjust the spaces so that the level of compensation is requisite to the amount of duties the person gains when they are promoted to the higher rank.

Mr. Melancon stated that the proposed change in structure consolidates Police Officer II, III and IV into a Senior Police Officer classification. Operationally, the duties of a Police Officer II, III and IV are not distinguishably different. The only difference is a measure of seniority because it requires an additional two years of experience in the prior classification to qualify for the test and an increase in pay. NOPD's proposal combines them into one test to reach \$51,000 in base pay.

Mr. Melancon further stated that the proposal also addresses the Police Recruit position. Mr. Melancon noted that the Fraternal Order of Police pointed out that once an Academy graduate finishes their instruction they move in to a Police Recruit Field designation, yet they are commissioned Officers and have completed the Academy and P.O.S.T. certification. However, they must complete four months of field training as a Recruit before entering a one year probationary status as a Police Officer I. NOPD would like to eliminate the Police Recruit Field position and have them become full Police Officers and begin their one year probationary status upon completion of the Academy. This would help to retain new Recruits at the Department. The field training, which must be conducted to ensure that Recruits are appropriate field Officers, could still be done within the one year probationary period. If an Officer does not have the ability to become a sufficient Officer in the field, they could still be released from service during that one year probationary period. The Police Field Recruit, as it currently exists, only seems to prolong a person's status before becoming a one year probationary status employee. This would also help reduce attrition in the Recruit position.

Mr. Melancon noted that NOPD's proposal creates a Police Corporal position which will have limited supervisory and administrative duties. This position could alleviate some of the Sergeants' duties but not to the full level required as a Sergeant. The Police Sergeant currently has a great deal of administrative burdens and the Police Corporal would help distribute the Sergeants' workload of some of the administrative tasks in addition to patrol duties. This is a similar structure that exists in other jurisdictions such as Austin and the Louisiana State Police. It also provides opportunities for advancement in a position that is not a full supervisor but is a career opportunity beyond a Senior Police Officer.

Finally, NOPD looked at a special rate of pay for those in the Senior Police Officer, Police Corporal, Sergeant and Lieutenant ranks. A 10% rate of pay would be assigned to anyone with detective duties in the Field Operations Bureau or Investigation and Support Bureau.

Mr. Melancon summarized the proposal by stating that the Police Officer levels fall within the averages, but the base pay for Sergeants and Lieutenants are out of line or out of sync with the region. Under NOPD's proposal, Police Officer I would receive a 10% raise, Senior Police Officer would be making \$51,783 before millage, state supplemental pay, longevity and merit based adjustments. Those incentives would be carried over. Also, there is a 10% rate of pay for detectives. The overall cost impact is \$9.2 million a year for the first year and goes up each year because of longevity and merit. The administration believes it's affordable without new taxes. The proposed pay plan would increase the uniform allowance for new Recruits from \$500 to \$1500 and \$750 per year for other Officers.

Commissioner Tania Tetlow asked if the 10% special rate of pay for the detective class supersedes the current variable rates. Mr. Melancon replied that the variable rates for other detective classes would be superseded, but the Academy and Public Integrity Bureaus do not have detectives and would not be applicable. The special rate of pay is only for the Investigation and Support Bureau and Field Operations Bureau. Commissioner Tetlow asked if the Public Integrity Bureau would get its own 10% and if that would be enough to get Officers to serve in P.I.B. Mr. Melancon replied that he believed it would, but it would be something that would be monitored closely. He noted that NOPD is worried about the retention of all detectives across the board. Superintendent Harrison stated that P.I.B. is staffed primarily with Sergeants and Lieutenants and not necessarily detectives. It is primarily staffed with ranking Officers. Commissioner Tetlow asked if NOPD is at a point where a special pay to recruit people to divisions like Sex Crimes and other units like Homicide is not needed. Superintendent Harrison stated that this plan addresses the entire need for an increase in pay and a different set of duties for detectives. The attrition issue with those who have the most experience is a group between the years of 5 and 20 and many of the most experienced people are in the detective class. By addressing this issue, he believes that NOPD has compensated and solved for all detectives whether they are in Special Victims Section (SVS) or Homicide or detectives who are in Field Operations. Commissioner Tetlow then asked if there would be issues with internal assignments and people seeking to avoid certain units. Superintendent Harrison stated that this pay plan solved that issue along with the day-to-day excellent management, love of the job and work ethic. The KSA method seeks out the best applicant and the competitive process solves that issue. Mr. Melancon added that the 10% rate of pay will be tied to that KSA process. Commissioner Tetlow added that she was thrilled at the opportunity

to keep people within the detective track, who have invested the type of training that is required to be a good Child Abuse or Homicide detective rather than to lose people to other higher paying jobs which are out of detective work. Mr. Melancon stated that the pay plan would help to promote a detective's track. The special rate of pay allows Officers to get a promotion and continue doing detective duties, helping to retain detectives.

Commissioner McClain asked how an Officer would be promoted to the new positions of Police Corporal and Senior Police Officer. Mr. Melancon answered that there would be a testing process similar to Police Sergeant. The Police Corporal test would be multiple choice and scenario based. It would have to be developed. Commissioner McClain asked if there would be a prerequisite such as Police Officer I, II, III or IV. Mr. Melancon responded that for the first test, which would be given in mid-2018, an Officer must have current status of at least a Police Officer IV and six years of experience which is an appropriate level of experience. Going forward, Corporal would require three years as a Senior Police Officer. Any detective in that class would still retain the 10% special rate of pay. Commissioner McClain then asked if Police Officers II, III and IV would automatically become Senior Police Officers. Mr. Melancon responded that on December 24th 2017 Police Officers II-IV would automatically become Senior Police Officers. Commissioner McClain then asked what the process would be for a Police Officer I to become a Senior Police Officer. Mr. Melancon responded that a Senior Police Officer must have at least three years of experience as a Police Officer I or a Police Officer, which would be the new job title.

Commissioner McClain then asked about how the proposed pay plan addresses attrition and recruitment challenges. Superintendent Harrison responded that the pay plan addresses both recruitment and attrition by having a salary which is competitive within the southern region for both entry level and promotional positions. Commissioner McClain then asked if NOPD thought that the Pay Plan would have an impact on recruiting. Mr. Melancon responded that because of the shortened probation period and the shortening of the length of time between promotions, it would have a positive effect because of the jump in pay.

Commissioner McClain then stated that NOPD has one of the highest starting salaries in the area and still faces recruitment challenges. He asked what would be the formula that would change that. Mr. Melancon responded that it is a national effort to recruit individuals into law enforcement agencies across the country but

NOPD is doing it well. NOPD is optimistic about the targeted online recruitment efforts by the New Orleans Police and Justice Foundation (NOPJF). Last year Civil Service accepted 4500 applications and there are projections of 7000 for this year. The increase is because of a more targeted approach to recruiting and utilizing different platforms such as Indeed and LinkedIn, not just Facebook ads and Google ad alerts. It's a targeted strategy. The NOPJF has the ability to monitor the results of the ads in real-time and can adjust the amount of funds spent in a particular region.

Superintendent Harrison stated that individuals applying to law enforcement agencies are willing to relocate and are applying to ten or more different agencies. They are looking for pay as it relates to the cost of living in that city and chances of upward mobility. This pay plan addresses those issues and, by default, addresses recruitment and retention.

Commissioner Clifton Moore then asked to hear Civil Service staff's position on the proposal. Lisa Hudson, Personnel Director, stated that staff worked with the Police Department on the proposal and was, for the most part, in support of everything that was being presented. Commissioner Moore asked when the proposed changes go into effect. Mr. Melancon stated that the changes would go into effect on the twenty-fourth payroll which would carry over in to next year's budget. Director Hudson stated that the date would be December 24, 2017.

Commissioner Moore asked why NOPD could not wait until the results of the classification and compensation study conducted by SSA were released. He then stated that the Civil Service Board had contracted with SSA for a purpose and moving ahead without the results of the study would be counterintuitive. Director Hudson stated that SSA submitted preliminary salary study findings for NOPD positions and the findings supported the proposed pay plan. Commissioner Moore then stated that it would be irresponsible to move forward without having objective data sets and additional information from SSA.

Commissioner McClain stated that SSA was asked to prioritize NOPD. NOPD and various unions met with SSA to get relevant input on the study. He then asked Director Hudson if she was prepared to share anything from SSA on their support or lack of support for the study. Director Hudson responded that she had not received any more details on SSA's recommendation regarding NOPD other than what was in the letter SSA had submitted.

Commissioner Tetlow added that the SSA study will address the needs of other departments across City government, but there is not a bigger priority than the retention issue at NOPD and its impact on public safety. Commissioner Moore agreed with Commissioner Tetlow but stated that he was concerned with the timeline, as the pay plan would not go in to effect for two months but there is a rush to approve it without having the data from SSA. He stated that he would prefer to be able to review the SSA plan which was paid for with tax dollars. Mr. Melancon stated that NOPD was aware of the SSA study and made sure to actively work with SSA to develop the pay plan. He further stated that prioritization became an issue and the Commission allowed SSA to prioritize the NOPD results because of retention. He noted that announcing this pay plan has slowed attrition by 20% since June.

Commissioner Moore asked what if NOPD undershot the proposal. Mr. Melancon stated that the information on the pay plan has been shared with SSA and they have not given any feedback other than the letter of concurrence.

Commissioner McClain stated that he had the same concerns as Commissioner Moore and had inquired about SSA's assessment of this particular proposal. He felt comfortable with SSA's verbal response and their letter supporting what is being proposed. Director Hudson stated that Civil Service had received a preliminary report form SSA on other classifications, but it did not include Police and Fire classifications.

Vice Chairperson McClain asked Director Hudson for her assessment of the SSA letter. She replied that staff had not done its own analysis, but had relied on SSA's recommendations and had not seen the actual data.

Commissioner Moore stated that \$200,000 was not spent for the firm to say they are comfortable. There should be numbers. He again questioned the reason for the rush. He further stated that he would have preferred numbers rather than the letter of concurrence. Every other agency has been told to wait until the Commission received the finding from the SSA study yet the Commission is rushing to approve NOPD's proposal.

Commissioner Tetlow asked Superintendent Harrison how many Officers NOPD is currently down. Superintendent Harrison responded that the department is staffed at slightly under 1160, down from 1550. Commissioner Tetlow expressed to Commissioner Moore that those figures were the rush.

The Commission then proceeded to take public comment on the proposal. Michael Glasser, representing the Police Association of New Orleans, (PANO) stated that the pay plan announced on July 5th was endorsed by PANO, but the one currently before the Commission has significant changes that PANO does not support. PANO agrees with some of the items presented by Superintendent Harrison and Mr. Melancon, but not all of them. Mr. Glasser stated that the pay plan may be premature due to funding issues.

Mr. Glasser stated that the proposed pay plan does not address retention as stated by Mr. Melancon. The pay plan submitted in July did. Mr. Glasser stated that it was announced that a pay plan would address those retention issues and retention dropped by 20% just on a promise of a future but the parts of the proposed pay plan that addressed retention have been removed from the plan. He noted that the biggest retention problem is with Officers with 5-10 years. This plan does not address that. In December of 2016, PANO requested a 5% increase in pay for Homicide detectives and it was not granted. In May of 2017, PANO again requested a 5% raise for Homicide detectives and it was not granted. On June 26, 2017, the Superintendent endorsed the request and it was granted. Those requests were based on the fact that NOPD was having problems recruiting and retaining Homicide detectives because it's a harder job. Mr. Glasser stated that Homicide and Sex Crimes are harder detective jobs than handling a shoplifting at Walmart, but NOPD pays people the same which makes recruiting harder. NOPD puts out KSAs and out of 700 patrolmen they may receive two or three responses.

Mr. Glasser stated that the Commission agreed to give Homicide detectives 5% but now the Commission is taking it away. By compensating more people at the higher rate, the playing field has been leveled and Homicide detectives will make the same as other detectives in the District.

Commissioner McClain asked Mr. Glasser if the 5% would be retained for Homicide and the Special Victims Section (SVS) detectives would that solve the problem. Mr. Glasser responded that it would. Mr. Glasser also stated that the Homicide detectives had never received the raise that was approved in June.

Commissioner Tetlow asked if part of the problem with recruiting Homicide detectives was a lack of manpower and if NOPD retained more Officers would the workload go down. Mr. Glasser responded that the problem is that NOPD cannot get people to apply to the job. Commissioner Tetlow then asked Mr. Glasser to clarify if NOPD has a lack of Officers for the job. Mr. Glasser responded that the

NOPD does have a lack of Officers but also a lack of Officers wanting to work in Homicide. Homicide has a staff of 18 Officers and it should be 30. Commissioner Tetlow then asked Mr. Glasser if he represented PANO in asking the Commission to vote against the proposed pay plan. Mr. Glasser clarified that he was only addressing the parts of the proposed pay plan that PANO has a problem with. He noted that the pay plan does not have to be adopted in its entirety and can be amended. The 5% that was agreed upon in June has never been given. It is still necessary, as nothing has changed. There is still a deficit in Homicide and NOPD still can't get people to go.

Commissioner McClain asked if the proposed pay plan would increase the pay for detectives. To which Mr. Glasser replied that it would even out the salaries among all detectives and not have the promised increase for Homicide and SVS. This would disincentive individuals from going to Homicide and SVS if they can earn the same amount and work as a detective in the district.

Superintendent Harrison stated that four Homicide detectives applied for, took the test and passed it and were promoted to Sergeant and moved out of Homicide. NOPD then filled those positions immediately. A Sergeant was promoted to Lieutenant and stayed in Homicide. One Homicide detective wanted to become a K-9 handler and that position was backfilled. NOPD had an active list of people wanting to work in Homicide. Every position that was vacated has been filled.

Commissioner McClain asked if those detectives had received the 5% increase. Superintendent Harrison stated that the increase was not available at that time. Superintendent Harrison also stated that Homicide detectives were not leaving for other agencies but were being promoted within the NOPD. Mr. Melancon added that the personnel issue across the entire department has not allowed the NOPD to fill Homicide with as many positions as they would like.

Commissioner McClain then asked if NOPD had a problem filling those vacated Homicide detective positions. Superintendent Harrison replied that the NOPD was able to backfill each vacated position. Superintendent Harrison added that because of daily staffing management, it is hard to pull a detective from another unit to Homicide because that unit would be short a detective and then NOPD would have to back fill that position. Mr. Glasser asked what had changed since June when the Superintendent asked for the special rate of pay for Homicide. Mr. Melancon responded that the concern was with losing additional detectives, not in replacing vacancies.

Mr. Melancon added that the special rate of pay for Homicide detectives was approved by the City Council in mid-August. NOPD did not enter in the payroll changes in a timely fashion, but each individual would receive back pay and also receive the special rate of pay until the new rates of pay go in to effect. Commissioner McClain then asked if the affected individuals were aware of the issue and its resolution. Mr. Melancon said yes and thanked Mr. Glasser for pointing out the administrative issue so that NOPD was able to address the issue. Mr. Melancon added that the Homicide special rate of pay was a temporary stopgap measure.

Deputy Superintendent Stephanie Landry stated that ADP was programed after the special rate of pay was approved by the City Council in August and the Officers would be receiving the pay on October 20th. The Officers will receive retroactive pay.

Mr. Glasser stated that by making the detective salaries even, it would lead to the same staffing problems in Homicide and SVS that previously existed. Mr. Glasser further stated that the proposed pay plan does not have three tiers of detective pay which was requested in the PANO pay plan to incentivize the job at both the entry level and subsequent years; addressing the 5-20 year mark. The proposed pay plan from July had created job titles of detective and Lead detective, the currently proposed pay plan has eliminated those positions. He noted that once an Officer is promoted to detective there is no more advancement.

Vice Chairperson McClain asked if those Officers would still be eligible to take a Sergeant or Lieutenant exam. Mr. Glasser responded that those Civil Service tests were given infrequently and not everyone is interested in becoming a supervisor. Currently, an Officer comes out of the Academy as a Police Officer I with three opportunities for raises within 6 years before they max out. Those opportunities are Police Officer II, III and IV a total of a 15% increase above grade. By creating a Senior Police Officer and eliminating Police Officer IV, the NOPD has reduced the opportunities to three years and 10%. Unless an Officer has a college degree or is interested in supervisory duties they have maxed out on promotions. Corporal is a supervisory position. The distinction between Sergeant and Corporal is very blurry. Because of the Great Place to Work initiative, some people will not get promoted regardless of grade. Officers' careers will now max out in three years. There is nothing for the 5-25 year employees to aspire to other than the classified

service. The proposal which was given out in July contained a Senior Police Officer, a Master Police Officer, detective, and Lead detective.

Vice Chairperson McClain stated that the titles were different in the two proposals but the compensation was higher in the new proposal.

Mr. Glasser agreed that the compensation was higher in the new proposal but it's unknown how many positions will be available so this is not an opportunity for everyone. He went on to state that Civil Service is supposed to give the Police Sergeant's test every two years per the Consent Decree but because of the cost, Civil Service is not able to. The Police Corporal position is another position which requires a test which will be an added financial burden.

Director Hudson added that the issue for Civil Service is that the funding is not always granted, but mainly it's a staffing issue. NOPD has agreed to assist Civil Service with staffing so that the tests can be given more frequently. Mr. Melancon stated that the NOPD was looking at a full-time Psychometrician to schedule the Police Sergeant, Corporal and Lieutenant's tests on a rolling 18 month basis. NOPD is looking to add 80 positions to the Corporal rank to support Sergeants, DIU, and specialized units such as Homicide, SVS and Special Investigation units. Corporals that have the 10% special rate of pay for the detective classification will be referred to as Lead Detective so that position will still exist. NOPD wanted to ensure that the proposed pay plan provided opportunities to move up in ranks. By collapsing the ranks, a greater opportunity in a shorter amount of time is given. Under the new proposal it now takes one test to get to \$51,000. Right now it takes three tests and 6 years to get to \$49,000. NOPD is not able to accomplish what PANO is asking for which is additional increases between Senior Police Officer and higher ranks without creating a compression issue. The upper ranks would have had to be increased even higher and that would have led to a higher budget.

Vice Chairperson McClain asked if NOPD knew the position of the FOP and the BOP. Mr. Melancon said that NOPD had received letters of support from both the FOP and BOP.

Mr. Glasser noted that there would only be 80 Corporal positions for 1100 people. He stated that is not a future for Officers.

Peter Hanche, representing PANO, stated that PANO had met with SSA to discuss the emergency situation of the Homicide detectives. From that meeting, PANO developed a pay plan for detectives which was submitted to the Police

Superintendent. Mr. Hanche noted his agreement with the pay raises for Police Officers but disagreed with parts of the pay plan as he would like to see more steps for detectives. He noted that some rank-in-file Officers are upset that Police Officer IIs are now equal to Police Officer IVs. Commissioner McClain asked Mr. Hanche if he thought that Police Officers would stay for less pay to which Mr. Hanche replied that he was definitely in favor of pay raises and also a step by step process for promotions. Chairperson Craig noted that the NOPD has had the step by step process and attrition so this proposed pay plan is to address that issue.

Commissioner Moore stated that he would prefer to have a report or a representative from SSA at the meeting before the proposal was adopted. Mr. Melancon responded that NOPD wants to have the pay plan changes approved by the City Council prior to the next year's budget hearing.

Robert Barrere, a Homicide detective, stated that historically, there has been a career progression for patrolman and rank but not detective. He stated that rank in Homicide do not conduct investigations. He noted that he has been a Property Crimes detective in the district, a Person Crime detective and now a Homicide detective and can confirm that the Homicide detective job is ten times more difficult. When off on weekends the department issued telephone rings constantly with victims' family members. A homicide detective is called to murder scenes on off days. District detectives actually have off days.

Vice Chairperson McClain asked Mr. Barrere if he believed that a 15% raise for Homicide detectives would solve the problem. Mr. Barrere responded that it would be a good start. Vice Chairperson McClain asked Mr. Barrere if he thought that the Homicide detectives should be paid at a higher rate and he responded that all specialized detectives should be paid at a higher rate than district detectives. Many Officers use the district detective level as a stepping stone to the specialized detective units. Last year homicide detectives handled ten murders each which is double the national recommended caseload. Mr. Barrere stated that the Los Angeles Police Department and New York Police Department, two of the largest and most revered departments in the country, have a classification for detective with grades which are based on seniority and the detectives' investigative level. It is a clear career path for detectives.

Mr. Barrere further stated that only three Corporals would be allocated to the Homicide Division and that once those were filled there would be no room for growth for anyone else in that unit. He also noted that Corporal would not work

in the Homicide Division because on a homicide scene the case detective runs the scene including the rank.

Commissioner McClain stated that Mr. Barrere's points made sense and noted that he had previously supported an increase for the Homicide detectives when asked to do so by the Police Superintendent. He noted that the proposed pay plan results in increases for everyone Mr. Barrere mentioned. Mr. Barrere agreed that it does, but noted that there should be separate levels for detective. He stated that he did not want to be rank because his passion is to investigate murders. It is a greater responsibility and it deserves a greater rate of pay.

Superintendent Harrison complimented his detectives, but stated that he is cautious of one group stating that by virtue of pay they are better than another group. He noted he has to look at the entire organization. He gave the example of undercover and SWAT Officers having a more dangerous job than other Officers.

Winston Harbin, a Homicide detective, stated that it appeared that the Police Department is beginning to pit Officers against each other. He stated he would never say that he is better than other Officers. He stated he is passionate about what he does, but noted that his work makes it increasingly difficult to spend time with his family. He noted that he did not want to leave, but something has to be done. He stated that undercover Officers should be included in the tiers for detectives. All Police Officers are in danger at any time.

Superintendent Harrison noted that if the department inserted multiple levels between Recruit and Sergeant, compression would be so great that Sergeant would have to be paid 30% to 50% higher than the highest tier that is proposed. That would put it beyond what the department could afford.

Commissioner McClain asked the Superintendent about the plan for assessing the effectiveness of the proposal and making future tweaks particularly in the area of detective. Chief Harrison responded that the department is open to future tweaks.

Eric Hessler, representing PANO, stated that the plan is a good plan, but as Mr. Melancon stated, the plan is not perfect, but it is the best plan the City can afford. Mr. Hessler noted he was concerned about what the classification and compensation study would reveal. He noted that the information taxpayers had purchased was not yet available. He stated that he wants to make sure that both recruitment and retention are covered by this plan. He did not know what the rush

to do this without all of the information is. Mr. Melancon reiterated that the haste was the timing of the budget cycle.

Donovan Livaccari, representing the Fraternal Order of Police (FOP), stated that FOP was in support of the administration's proposal. He noted that it may not be the perfect plan, but it benefits the vast majority of Officers in one way or another. FOP had a lot of back and forth with the administration on the plan. He stated that manpower issues within the department impact every aspect of the Police Department, so it is crucial to move the plan forward now.

Commissioner McClain questioned what percentage of current Police Officers FOP represents. Mr. Livaccari responded that over 1000 active Police Officers, approximately 90% of the department, are members of FOP.

James Gallagher, representing FOP, stated that FOP will never oppose a pay raise for anyone. If they can find an extra 5% for detectives FOP will support it. FOP understands that there was a cap on the funds available.

Nick Felton, representing the New Orleans Firefighters Association, stated his organization supports the proposed plan with reservations, but noted that it is now past two years that the Commission has promised Firefighters be included. He offered an amendment to add "and Firefighters" to the plan. He stated the City is losing Firefighters just as the Police Department is losing Officers. He noted everyday Firefighters ride shorthanded. Commissioner Tetlow asked Mr. Felton how many vacancies the Fire Department has. Mr. Felton responded several. Commissioner Tetlow then asked how many people apply for Fire Recruit. Mr. Felton noted that there are Captain and Operator positions that need to be filled. Commissioner Craig asked if the vacancy situation is as extreme at Fire as it is at Police. Mr. Felton responded that it was not, but the vacancies need to be filled and employees need a 10% raise as they were promised. Commissioner Tetlow asked how many applications were received for Fire Recruit. Shelly Stolp, Personnel Administrator over the Recruitment and Selection Division, responded that staff had received approximately 7,000 applications for Police Recruit, but that Fire Recruit was only open for four months. She noted it is an apples and oranges comparison. There is not a lack of applicants for Police Recruit; there is a lack of qualified applicants. She noted there are actually more applicants for Police than for Fire. Commissioner Tetlow asked if Fire was included in the pay study that was almost complete. Director Hudson responded that they had not been included in the preliminary report that had been received, but that she expected them to be

included in the final version of the study. Commissioner McClain suggested that Mr. Felton ask for a special meeting to consider pay for Firefighters. He noted that there was not a pay proposal for Fire before the Commission.

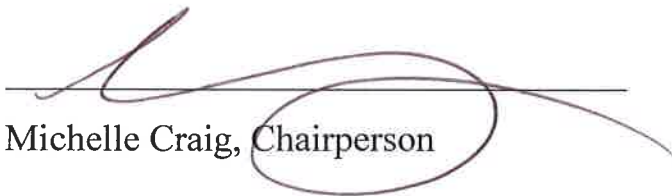
Robert Hagmann, Personnel Administrator over the Classification and Compensation Division, noted that the implementation will be difficult in ADP. He then proceeded to provide information on the specifics of the proposal for the record. First there would be a title change from Police Recruit Academy to Police Recruit with no impact in pay. Police Recruit Field would be reallocated to Police Officer. Police Corporal will be created with a pay grade of 75, step 22 at \$57,000. The position would act in a lead capacity with some supervisory responsibilities in the absence of the supervisor. There will be changes to the grade and step of Sergeant, Lieutenant and Captain. He noted that the Commission had recently approved changes to the merit pay rule to allow employees to keep merit pay they have already earned when there is a pay adjustment to the job class. For example, if a Police Officer II becomes a Senior Police Officer, they would retain their merit pay step during the reallocation process. Mr. Melancon noted that this had been accounted for in the budgeting process. Mr. Hagmann then described the 10% special rate of pay for full time employees engaged in detective duties. He then noted that the nomenclature of existing special rates of pay would change due to the changes in the job classifications. Mr. Melancon then thanked Civil Service staff for being helpful in this process. Director Hudson noted that the Commission would also be approving the new job specifications for these positions. When asked by Commissioner McClain if staff supported the proposed changes, Mr. Hagmann responded that you would have to support it, based on the recruitment and retention issues.

Commissioner Moore noted his concern about NOPD working backwards from the cost on the proposal. Superintendent Harrison noted that they came up with the proposal and then provided the Chief Administrative Officer with a cost estimate. Commissioner Moore went on to note his concern that SSA had not included data on Police in their preliminary information. Commissioner McClain noted that SSA had submitted a letter of support which would indicate that the proposal is not inconsistent with the work they have been doing the last few months.

Commissioner McClain moved for approval of the proposal due to the expedient nature of trying to beef up the Police Department and the support of the Police union and SSA. Commissioner Tetlow seconded the motion. Commissioner Craig noted that the Commission heard the concerns voiced today and understand those

was being proposed based on an increase in the size and scope of NOPD's IT function. The position would be at pay grade 96 with an entrance rate of \$74,000 and a maximum of \$104,000. Mr. Melancon noted that this was an effort by NOPD to convert contracted positions into the classified service. When asked by Commissioner Moore if he had anyone in mind for the position, Mr. Melancon replied that he did not. Mr. Hagmann indicated staff's support for the proposed position. Commissioner McClain motioned to approve the position. The motion was seconded by Commissioner Tetlow and approved unanimously,

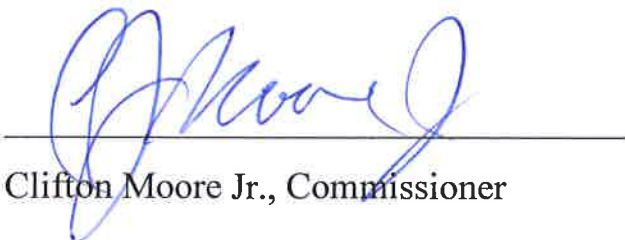
Commissioner McClain moved for adjournment at 2:55 p.m. The motion was seconded by Commissioner Tetlow and approved by all.



Michelle Craig, Chairperson



Tania Tetlow, Commissioner



Clifton Moore Jr., Commissioner