

CIVIL SERVICE COMMISSION
REGULAR MONTHLY MEETING
FRIDAY, JUNE 13, 2025

The regular monthly meeting of the City Civil Service Commission was held on Friday, June 13, 2025, in the City Council Chambers, 1300 Perdido Street, New Orleans, LA 70112. Ms. Doddie Smith called the roll. Present were Vice-Chairperson John Korn, Commissioner Mark Surprenant, and Commissioner Ruth White Davis. Commissioner Korn convened the meeting at 10:06 a.m. The Commission then proceeded with the docket. At 10:30 a.m. on the motion of Commissioner Davis and the second of Commissioner Surprenant, the Commission voted to go into executive session.

At 11:30 a.m. the Commission completed its executive session and proceeded with the business portion of the meeting.

Amy Trepagnier, Personnel Director of the Civil Service Department, requested that the Commission take up Item #7 at the beginning of the meeting. Commissioner Korn moved to approve the adjustment of the agenda. Commissioner Surprenant seconded the motion, and it was approved unanimously.

Item #7 was a report on the findings and recommendations of the Classification and Compensation Study. Cody Saucier, Senior Consultant at SSA Consultants, addressed the Commission and provided a summary presentation of the methodology, major findings, and primary recommendations to support the update and restructuring of the pay plan and compensation philosophy for the City of New Orleans Municipal Government and the Sewerage and Water Board of New Orleans. The goal of the updated and restructured pay plan is to attract and retain qualified employees. No action was required by the Commission.

Item #1 was the minutes for May 9, 2025. Commissioner Davis moved to approve the minutes. Commissioner Surprenant seconded the motion, and it was approved unanimously.

Item #2 was the ratification of Public Integrity Bureau (PIB) extension requests. Arlen Barnes, Investigator for Public Integrity Bureau, appeared before the Commission on behalf of Major Precious Banks to request an additional thirty (30)

days to complete her investigation. Major Banks received a 30-day extension of time for the investigation. The request for additional time would bring the total time for Major Banks to complete their investigation to sixty (60) days.

Major Banks stated her assignment to the Field Operations Bureau, which required her to attend a three-week course out of town, would prevent her from completing the investigation before the June 28, 2025 due date. Commissioner Surprenant moved to approve the additional 30-day extension request for Major Banks. The motion was seconded by Commissioner Davis and approved unanimously.

Commissioner Surprenant then moved to ratify the remaining list of PIB extension requests. Commissioner Davis seconded the motion, and it was approved unanimously.

Item #3a under Rule Amendments was an introduction of a proposed amendment to Rule VII, Section 1.1 regarding working test periods. Christina Carroll, Executive Counsel for the Civil Service Commission, stated that an employee had appealed to the 4th Circuit Court of Appeal regarding the Commission granting the City's motion for summary disposition in the matter of a probationary employee who was terminated without a specific reason stated in the probationary period failure notice. The 4th Circuit overturned the Commission's ruling, however the Louisiana Supreme Court then overturned the 4th Circuit. The proposed rule amendment will remove the requirement that the Appointing Authority must provide a reason to a probationary employee for their termination. Director Trepagnier clarified that this item is an introduction of the amendment, and the rule would lie over for public comment until the next Commission meeting.

Item #4a under Classification and Compensation Matters was a request from the department of Safety and Permits for hiring rates for building, electrical, and mechanical inspector job classifications. Robert Hagmann, Personnel Administrator of the Classification and Compensation Division, stated that the department of Safety and Permits is trying to move away from a reliance on outsourcing inspections and towards the function being performed by in-house personnel. There are ongoing vacancies in building, electrical, and mechanical inspector job classifications, so staff is recommending a change in hiring rates, increasing salaries of certain job classifications from 5% to 7.5%, to assist the Safety and Permits in

their efforts. Commissioner Surprenant moved to approve the request. The motion was seconded by Commissioner Davis and approved unanimously.

Item #4b was a request from the Sewerage and Water Board for hiring rates, grade changes, and new classifications for environmental and water treatment classifications. Mr. Hagmann stated that the environmental series at the Sewerage and Water Board has seen a high turnover rate with employees leaving within two years of service. Staff is recommending hiring rate changes to address concerns of the Sewerage and Water Board and enable them to recruit and retain employees in environmental and water treatment classifications. Commissioner Davis moved to approve the request. Commissioner Surprenant seconded the motion, and it was approved unanimously.

Item #5a under Recruitment and Selection Matters was a request for the approval of examination announcements. Commissioner Davis moved to approve examination announcements 11378-11388. The motion was seconded by Commissioner Surprenant and approved unanimously.

Item #5b was a request to extend the Police Lieutenants eligible list. Director Trepagnier stated that staff is in the process of working with a consultant to establish a new examination, but staff does not anticipate that there will be a new eligibility list prior to the end of the year. The current promotional list for the Police Lieutenant will reach its three-year expiration date in July 2025, thus staff is requesting that the list be extended for an additional five months, until a new eligible list can be created. Commissioner Davis moved to approve the extension request. Commissioner Surprenant seconded the motion, and it was approved unanimously.

Item #6 was a request from the Sewerage and Water Board employee Mubashir Maqbool to implement reforms to enhance fairness, equity, and transparency in the hiring and promotion process. Mr. Maqbool addressed the Commission and requested that each department be required to maintain seniority lists, that priority for promotions be given to employees on the seniority list, that qualification standards be uniform and applied to internal and external applicants, and that individuals from each department's internal seniority list be prioritized in the consideration of filling vacant positions.

Director Trepagnier stated that staff is not in agreement with the requested reforms. She added that prioritizing performance ensures that promotions are based on merit rather than time spent in a role or with the department. Commissioner Surprenant motioned to deny Mr. Maqbool's request. The motion was seconded by Commissioner Davis and the decision was unanimous.

Item #8 was a report on the 2024 Performance Evaluations. Director Trepagnier provided a summary of the 2024 Performance Evaluations and stated that 62% of employees were rated as 'Exceeds Expectations', 36% were rated as 'Meets Expectations', and 1.6% were rated as 'Does Not Meet Expectations'. There was a total evaluation completion rate of 99.78% which includes the ratings of employees that weren't required to be rated. Director Trepagnier added that the impact of merit pay has increased the participation rate in the performance evaluation system. Staff will continue to work with the department to train them on the importance of meaningful goal setting and ratings.

River Scrantz submitted an electronic comment card in opposition of any changes to the merit pay bonus structure. Director Trepagnier clarified that no proposed changes to the merit pay system would be brought before the Commission during the meeting.

Amanda Fallis, representing AFSCME Local 2349, addressed the Commission and stated that the union received several reports of bias in departments, regarding who would have timely goal planning and service ratings made by their supervisors.

William Goforth, Deputy City Attorney, addressed the Commission and stated that if merit pay was paid to supervisors who did not fulfill their responsibilities in meeting goal planning and service rating deadlines for their employees, it would be a rule violation that could constitute a petition for investigation. He suggested that the members of the AFSCME union compile a list and submit it to Civil Service to proceed with an investigation of the allegations.

Irene Taylor, Joshua Smith, Vashan Watson, Zuri McCormick, Jamal Otis, and Dexter Joseph addressed the Commission to request that metrics and guidelines be established for goal planning to avoid ambiguity in reasoning for service ratings that employees receive.

There being no additional business to consider, Commissioner Surprenant moved for adjournment at 1:11 p.m. The motion was seconded by Commissioner Davis and approved unanimously.



[John Korn \(Jul 22, 2025 09:05 CDT\)](#)

John Korn, Vice-Chairperson



[Mark Surprenant \(Jul 23, 2025 20:18:02 CDT\)](#)

Mark Surprenant, Commissioner



[Ruth White Davis \(Jul 21, 2025 17:59 CDT\)](#)

Ruth White Davis, Commissioner