



CITY OF NEW ORLEANS

DEPARTMENT OF CITY CIVIL SERVICE
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CITY CIVIL SERVICE COMMISSION
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AMY TREPAGNIER
DIRECTOR OF PERSONNEL

Thursday, July 24, 2025

Clarence Roby, Jr.
1812 Hancock Street
Gretna, La. 70053

Re: **Kameron Anderson VS.**
Department of Fire
Docket Number: 9652

Dear Mr. Roby:

Attached is the decision of the City Civil Service Commission in the above-referenced appeal.

This is to notify you that, in accordance with the rules of the Court of Appeal, Fourth Circuit, State of Louisiana, the decision for the above captioned matter is this date - 7/24/2025 - filed in the Office of the Civil Service Commission at 1340 Poydras St. Suite 900, Orleans Tower, New Orleans, Louisiana.

If you choose to appeal this decision, such appeal must conform to the deadlines established by the Commission's Rules and Article X, 12(B) of the Louisiana Constitution. Further, any such appeal shall be taken in accordance with Article 2121 et. seq. of the Louisiana Code of Civil Procedure.

For the Commission,

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

Doddie K. Smith
Chief, Management Services Division

cc: Roman Nelson
Averil Sanders
Imtiaz A. Siddiqui
Kameron Anderson

file

**CIVIL SERVICE COMMISSION
CITY OF NEW ORLEANS**

**KAMERON ANDERSON,
Appellant**

Docket No. 9652

v.

**DEPARTMENT OF FIRE,
Appointing Authority**

DECISION

Appellant, Firefighter Kameron Anderson, brings this appeal pursuant to Article X, § 8(A) of the Louisiana Constitution and this Commission's Rule II, § 4.1 seeking relief from the Department of Fire's (NOFD) termination of his employment on September 9, 2024. (Ex. NOFD-25). At all relevant times, Appellant had permanent status as a Firefighter. (Tr. at 12-13). A Hearing Examiner, appointed by the Commission, presided over a hearing on December 4, 2024. At this hearing, both parties had an opportunity to call witnesses and present evidence.

The undersigned Commissioners have reviewed and analyzed the entire record in this matter, including the transcript from the hearing, all exhibits submitted at the hearing, the Hearing Examiner's report dated April 29, 2025, and controlling Louisiana law.

For the reasons set forth below, Firefighter Anderson's appeal is DENIED.

I. FACTUAL BACKGROUND

On July 19, 2024, while on duty at Engine House 17, located at 4115 Woodland Avenue on the West Bank of the City of New Orleans, Firefighter Anderson requested permission from Captain Lawrence Duckworth to leave the engine house to make a "run." (Tr. at 17-18). Firefighter Anderson testified that he was not truthful when he requested permission to leave the Fire Station. (Tr. at 22).

Firefighter Anderson was involved in a romantic relationship with Firefighter Trachelle Quinn, who lives in an apartment on Tchoupitoulas Street. (Tr. at 34). Firefighter Anderson drove across the Mississippi River Bridge to Interstate 10 and took the Tchoupitoulas Street exit, passing her residence. (Tr. at 32, 34-35). Firefighter Anderson was talking to Firefighter Quinn on her cell phone, and she was located at her place of secondary employment. (Tr. at 35). Firefighter Anderson then traveled toward Firefighter Quinn's place of business in Kenner. (Tr. at 36). Firefighter Anderson made threats to Firefighter Quinn. (Tr. at 42). He instructed her to "be there when I get there." (Tr. at 41). He also stated, "I'm going to show you this big fucking bullet, bitch;" and "You fucking dead hoe, you fucking dead bitch, you fucking dead." (Tr. at 60).

Firefighter Quinn called the Kenner Police Department because she feared for her safety. (Ex. NOFD-4).

In his special report, Firefighter Anderson stated that he requested permission from Captain Duckworth to go to Rouses and Chick-fil-A. (Tr. at 20; Ex. NOFD-20). Firefighter Anderson also stated that he "was originally going to run home, But {sic} traffic was to {sic} heavy, so I drove back to the engine house." (Ex. NOFD-20). Firefighter Anderson admitted that he was not truthful in this special report. (Tr. at 22).

NOFD placed Firefighter Anderson on emergency suspension on July 26, 2024. (Ex. NOFD-10). NOFD terminated Firefighter Anderson's employment on September 9, 2024, for making threats, making false statements, and engaging in conduct that brought reproach upon NOFD. (Ex. NOFD-25).

II. ANALYSIS

A. Legal Standard for Commission's Review of Discipline

“Employees with the permanent status in the classified service may be disciplined only for cause expressed in writing. La. Const., Art. X, Sec. 8(A).” *Whitaker v. New Orleans Police Dep’t*, 2003-0512 (La. App. 4 Cir. 9/17/03), 863 So. 2d 572 (quoting *Stevens v. Dep’t of Police*, 2000-1682 (La. App. 4 Cir. 5/9/01)). “Legal cause exists whenever an employee’s conduct impairs the efficiency of the public service in which the employee is engaged.” *Id.* “The Appointing Authority has the burden of proving the impairment.” *Id.* (citing La. Const., art. X, § 8(A)). “The appointing authority must prove its case by a preponderance of the evidence.” *Id.* “Disciplinary action against a civil service employee will be deemed arbitrary and capricious unless there is a real and substantial relationship between the improper conduct and the “efficient operation” of the public service.” *Id.* “It is well-settled that, in an appeal before the Commission pursuant to Article X, § 8(A) of the Louisiana Constitution, the appointing authority has the burden of proving by a preponderance of the evidence: 1) the occurrence of the complained of activity, and 2) that the conduct complained of impaired the efficiency of the public service in which the appointing authority is engaged. *Gast v. Dep’t of Police*, 2013-0781 (La. App. 4 Cir. 3/13/14), 137 So. 3d 731, 733 (quoting *Cure v. Dep’t of Police*, 2007-0166 (La. App. 4 Cir. 8/1/07), 964 So. 2d 1093, 1094).

1. The Appointing Authority must show the discipline was commensurate with the infraction

The Commission has a duty to decide independently from the facts presented in the record whether the appointing authority carried its legally imposed burden of proving by a preponderance of evidence that it had good or lawful cause for disciplining the classified employee and, if so,

whether such discipline was commensurate with the dereliction. *Durning v. New Orleans Police Dep't*, 2019-0987 (La. App. 4 Cir. 3/25/20), 294 So. 3d 536, 538, *writ denied*, 2020-00697 (La. 9/29/20), 301 So. 3d 1195; *Abbott v. New Orleans Police Dep't*, 2014-0993 (La. App. 4 Cir. 2/11/15), 165 So.3d 191, 197; *Walters v. Dept. of Police of the City of New Orleans*, 454 So. 2d 106 (La. 1984). The appointing authority has the burden of showing that the discipline was reasonable and not arbitrary or capricious. *Neely v. Dep't of Fire*, 2021-0454 (La. App. 4 Cir. 12/1/21), 332 So. 3d 194, 207 (“[NOFD] did not demonstrate . . . that termination was reasonable discipline”); *Durning*, 294 So. 3d at 540 (“the termination . . . deemed to be arbitrary and capricious”).

B. The Department of Fire Has Carried Its Burden of Showing Cause for the Discipline of Firefighter Bruner

The Department of Fire has shown the occurrence of the complained-of activity. Firefighter Anderson admittedly threatened Firefighter Quinn with violence. The Commission finds that Firefighter Anderson made these threats while on route to Firefighter Quinn’s residence and then her place of business, even though Firefighter Anderson continued to maintain at the hearing that he intended to go to his own residence located nearby. (Tr. at 33). This conduct impairs the efficient operation of NOFD as this threatening behavior impairs the public trust in the NOFD. (Tr. at 74).

Mr. Anderson also mislead Captain Duckworth by requesting permission to leave for a “run.” Then, Firefighter Anderson submitted an untruthful special report. Firefighter Anderson’s mischaracterization of his request to leave his post to Captain Duckworth and his untruthful special report impairs the trust NOFD and his immediate supervisor place in him. (Tr. at 75-76).

1. The penalty is commensurate with the violation


The Commission finds that the penalty of termination is commensurate with threats of violence and lack of truthfulness.


Firefighter Anderson's appeal is DENIED.

WRITER:


Mark Surprenant (Jul 22, 2025 14:40 CDT)
MARK SURPRENANT, COMMISSIONER

CONCUR:


John Korn (Jul 22, 2025 13:23 CDT)
JOHN KORN, VICE-CHAIRPERSON


Ruth Davis (Jul 24, 2025 14:45:21 CDT)
RUTH DAVIS, COMMISSIONER