



# CITY OF NEW ORLEANS

DEPARTMENT OF CITY CIVIL SERVICE  
SUITE 900 – 1340 POYDRAS ST.  
NEW ORLEANS LA 70112  
(504) 658-3500 FAX NO. (504) 658-3598

CITY CIVIL SERVICE COMMISSION  
BRITTNEY RICHARDSON, CHAIRPERSON  
JOHN KORN, VICE-CHAIRPERSON  
MARK SURPRENANT  
RUTH WHITE DAVIS  
ANDREW MONTEVERDE

AMY TREPAGNIER  
DIRECTOR OF PERSONNEL

Wednesday, October 29, 2025

Ms. Zuri McCormick

Re: **Zuri McCormick VS.  
New Orleans Public Library  
Docket Number: 9747**

Dear Ms. McCormick:

Attached is the action of the Civil Service Commission at the Commission's meeting on Friday, 9/12/2025.

Yours very truly,

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

Doddie K. Smith  
Chief, Management Services Division

cc: Emily Painton  
Averil Sanders  
file

**CIVIL SERVICE COMMISSION  
CITY OF NEW ORLEANS**

**ZURI McCORMICK,  
Appellant**

**Docket No. 9747**

v.

**NEW ORLEANS PUBLIC LIBRARY,  
Appointing Authority**

**ORDER**

The New Orleans Public Library moved for summary disposition of Ms. McCormick's appeal on the basis that Ms. McCormick suffered no discipline. The Commission heard oral argument on this motion at its September 12, 2025, regular meeting.

The pertinent facts are not disputed. Ms. McCormick was late for work on March 22, 2025, and she worked an extra 15 minutes at the end of her scheduled shift to "make up" the time. NOPL did not compensate her for the 15 minutes she worked at the end of her shift and subtracted 15 minutes from Ms. McCormick's annual leave bank. The parties dispute whether Ms. McCormick had permission to work an extra 15 minutes at the end of her scheduled shift.

Civil Service Rule IX, Section 1.1 lists the types of disciplinary actions, including reduction in pay and fine. Even if NOPL did not approve the extra 15 minutes Ms. McCormick worked at the end of her shift, NOPL must compensate her for this time. The Fair Labor Standards Act defines employ as "to suffer or permit to work." 29 U.S.C. § 203(g). The Department of Labor regulations provide that NOPL must compensate Ms. McCormick for working, even if the work was not requested. 29 C.F.R. § 785.11. It was NOPL's duty to ensure Ms. McCormick did not work any unapproved time:

In all such cases it is the duty of the management to exercise its control and see that the work is not performed if it does not want it to be performed. It cannot sit back

and accept the benefits without compensating for them. *The mere promulgation of a rule against such work is not enough.* Management has the power to enforce the rule and must make every effort to do so.

29 C.F.R. § 785.13 (emphasis added). Because NOPL was obligated under the Fair Labor Standards Act to compensate Ms. McCormick for all hours worked, NOPL reduced Ms. McCormick's wages and/or fined her when it failed to compensate her for all time worked. In addition, NOPL charged Ms. McCormick's annual leave bank, even though Ms. McCormick did not request annual leave. Therefore, Ms. McCormick suffered discipline.

NOPL's Motion for Summary Disposition is DENIED.



[Brittney Richardson, Chairperson of CSC \(Oct 28, 2025 19:23:27 CDT\)](#)

BRITTNEY RICHARDSON, CHAIRPERSON



[John Korn, Vice-Chairperson \(Oct 23, 2025 12:04:29 CDT\)](#)

JOHN KORN, VICE-CHAIRPERSON



[Andrew Monteverde, Commissioner \(Oct 20, 2025 14:04:26 CDT\)](#)

ANDREW MONTEVERDE, COMMISSIONER