

CIVIL SERVICE COMMISSION
REGULAR MONTHLY MEETING
MONDAY, APRIL 17, 2023

The regular monthly meeting of the City Civil Service Commission was held on Monday, April 17, 2023 at 1340 Poydras Street, Suite 900, New Orleans, LA 70112. Ms. Doddie Smith, Personnel Administrator of the Management Services Division, called the roll. Present were Chairperson Brittney Richardson, Vice-Chairperson John Korn, Commissioner Clifton Moore, Jr., and Commissioner Mark Surprenant. Commissioner Richardson convened the meeting at 10:06 a.m. The Commission then proceeded with the docket. At 10:33 a.m. on the motion of Commissioner Korn and the second of Commissioner Surprenant, the Commission voted unanimously to go into executive session. At 11:06 a.m. the Commission completed its executive session and proceeded with the business portion of the meeting.

Item #1 was the minutes for March 3, 2023. Commissioner Korn motioned 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. Christina Carroll, Executive Counsel for the Commission, noted there are four extension requests (Lewis, Stewart, Porter, and Ray) where the hearing officer granted 75 day extensions because he was confused about the application of the new Police Bill of Rights statute. Under the statute, everyone gets fifteen days and then the Commission has the authority to approve an extension of up to 60 days. Ms. Carroll recommended that in the case of Lewis, Stewart, Porter, and Ray the Commission reduce the extensions from 75 days to 60 days. Commissioner Moore moved to amend the 75-day extensions to 60 days. The motion was seconded by Commissioner Korn and approved unanimously. Commissioner Richardson then called for public comment. There being none, Commissioner Surprenant motioned to approve the extensions. The motion was seconded by Commissioner Moore and approved unanimously.

Item #3a under Classification and Compensation Matters was a request from the Sewerage and Water Board for a new classification of Industrial Hygienist. Robert Hagmann, Personnel Administrator, stated this specialized classification is a certified position that expands the safety function at Sewerage and Water Board to encompass environmental and biological matters including noise, air pollution, and

skin irritants. The position would be set at pay grade 80 with a hiring rate of \$67,218. This is consistent with the Bureau of Labor Statistics median of \$36 an hour for these types of positions. Personnel Director Amy Trepagnier noted that Sewerage and Water Board is happy with the proposal. Commissioner Surprenant asked if Sewerage and Water Board believes that this particular salary would be sufficient for them to find an appropriate individual to fill the position. Director Trepagnier responded affirmatively. Commissioner Korn then motioned to approve the request. Commissioner Surprenant seconded the motion, and it was approved unanimously.

Item #3b was a request from the Office of Public Safety Support for hiring rates, title changes, and a new special rate of pay for security support positions. Mr. Hagmann stated this proposal is for hiring rates for the entire Grounds Patrol job series. The Grounds Patrol Officer would start at \$18.24 per hour. Director Trepagnier noted this is a market driven request. The demand for private security has increased in New Orleans and we are competing with private security entities for the same individuals. Mr. Hagmann stated we are also proposing a new special rate of pay of 5% for individuals who are trained to render emergency aid and first aid. Ross Bourgeois, Director of the Office of Public Safety Support, stated the Grounds Patrol positions have been historically difficult to fill. Since the hiring process includes a background, psychological, and medical screenings, we need a bigger carrot to attract people. We are pleased with this holistic approach. Commissioner Surprenant asked Mr. Bourgeois if he feels, given the nature of the position, that the additional requirements are important even if viewed by some as more cumbersome. Mr. Bourgeois stated he absolutely believes they are necessary, while there are some efficiencies that can be identified he is not looking to change those requirements. He does think they assist with getting the best candidates especially given the population the majority of the Grounds Patrol Officers interact with. Commissioner Surprenant stated that sometimes in pursuit of flexibility, outsiders looking in can lose sight of the fact that these additional requirements are pertinent and necessary to the position at issue. Mr. Bourgeois reiterated that he agreed that the requirements are pertinent and necessary. Commissioner Surprenant moved for approval. The motion was seconded by Commissioner Moore and approved unanimously.

Item #3c was a request from the Department of Property Management for hiring rates and title changes for Operating Engineers. Mr. Hagmann noted the difficulty with finding staff to deal with the heating and cooling systems in City buildings. This is due in part to the demand for these same positions at local hotels and also from the change in the licensing requirements by the City. We are increasing the hiring rates and changing the titles to reflect the level of licensing required for each

job classification. Commissioner Korn moved for approval. The motion was seconded by Commissioner Surprenant and approved unanimously.

Item #3d was a request from Safety and Permits for hiring rates and new classifications for the Zoning Division. Mr. Hagmann stated this division is increasing from what was at one time a ten-person unit to a 53-person unit, which makes these increases and new job classes necessary. The City is now requiring all building permits to go through the Zoning Division first. Functional areas in the Zoning Division include the Inclusionary Zoning Program, Short Term Rental Program, occupational licenses, Alcoholic Beverage Outlet (ABO) permitting and special event permitting. Commissioner Moore moved for approval. The motion was seconded by Commissioner Korn and approved unanimously.

Item #4a under Recruitment and Selection Matters was the approval of examination announcements 10814-10846. Commissioner Korn motioned to accept the announcements. Commissioner Surprenant seconded the motion, and it was approved unanimously.

Commissioner Surprenant moved for adjournment at 11:26 a.m. The motion was seconded by Commissioner Moore and approved unanimously.



Brittney Richardson (Jun 6, 2023 14:19 CDT)

Brittney Richardson, Chairperson



J H Korn (May 23, 2023 17:55 CDT)

John Korn, Vice-Chairperson



CJ MOORE (May 30, 2023 19:52 CDT)

Clifton Moore, Jr., Commissioner



Mark C. Surprenant (May 23, 2023 16:40 EDT)

Mark Surprenant, Commissioner