

CIVIL SERVICE COMMISSION
SPECIAL MEETING
Thursday, June 10, 2021

A special meeting of the City Civil Service Commission was held on Thursday, June 10, 2021 via Zoom pursuant to the Louisiana Open Meetings Law, specifically, La. R. S. 42:17.1. Amy Trepagnier, Personnel Director, called the roll. Present were Chairperson Brittney Richardson, Commissioner Mark Surprenant, and Commissioner Ruth White Davis. Commissioner Richardson convened the meeting at 2:10 pm. The Commission then proceeded with the business meeting.

Pursuant to La. R.S. 42:17.1, Commissioner Surprenant motioned to consider items #1 and #2. The motion was seconded by Commissioner Davis and approved unanimously.

At the request of the City Administration, item #2 was considered first. Item #2 was a request from the City Administration under Rule XII, Section 9.2(b) to compensate all classified employees impacted by furloughs first implemented on October 8, 2020 and continued into 2021. Gilbert Montaña, Chief Administrative Officer, stated that when the furlough days were requested there was an unknown relative to the City's fiscal health. Due to the vaccine, restrictions are decreasing, and sales taxes are increasing. On behalf of Mayor Cantrell, Mr. Montaña then requested that classified employees be compensated retroactively for the compensation lost due to the furloughs. Commissioner Surprenant noted that the City's decision to enact furloughs back in October was a difficult one. It was a well-founded decision from an economic standpoint at that time. Four comment cards in support of the reimbursement of furlough compensation were then read. Commissioner Surprenant motioned to approve the City's request to compensate all classified employees impacted by furloughs first implemented on October 8, 2020 and continued into 2021. Commissioner Davis seconded the motion and it was approved unanimously.

07/20/21

Commissioner John Korn joined the meeting following the vote on item #2.

The Commission then considered item #1 which was a request from the City Administration to introduce an amendment to Rule VIII relative to Bonus

Annual Leave Days (COVID-19 Vaccination). Mr. Montañó stated the Administration is proposing this Rule to incentivize our employees to get vaccinated as well as to serve as an example to other employers. This Rule provides a bonus annual leave day should you receive your vaccination. It is also retroactive for those employees who have already been vaccinated. Studies across the country show that incentives are embraced by employees and employers. William Goforth, representing the City Attorney's Office, stated that based on his office's legal research, there are no current legal prohibitions on providing an incentive for those employees who can show proof of vaccination. A comment card was then read in support of the proposed amendment. Commissioner Korn motioned to approve the Rule amendment. The motion was seconded by Commissioner Davis. Commissioner Surprenant stated he agrees in substance with what the City is proposing, but procedurally he is concerned with the vaccination discrimination legislation pending in Baton Rouge. Christina Carroll, Executive Counsel for the Commission, noted it is House Bill 498. Commissioner Surprenant asked Mr. Goforth if the City thought the bill would have a legal effect on the proposed Rule amendment. Mr. Goforth responded the Commission should only deal with laws in effect at this time. If there is legislation that is passed that affects the ability to enforce the Rule that is passed today, it should be considered at that time. He noted there will be some delay while waiting for Council approval. Mr. Montañó stated the legislative session ends today. Commissioner Surprenant stated there is a lingering legal concern on his part, but he is voting in favor of the Rule. The motion to approve the rule amendment then passed unanimously.

Commissioner Surprenant moved for adjournment at 2:38 p.m. The motion was seconded by Commissioner Korn and approved unanimously.


Brittney Richardson (Jul 20, 2021 10:41 CDT)

Brittney Richardson, Chairperson


J. H. Korn (Jul 23, 2021 10:49 CDT)

John Korn, Commissioner


Mark C. Surprenant (Jul 20, 2021 10:42 CDT)

Mark Surprenant, Commissioner


Ruth Davis (Jul 20, 2021 20:23 CDT)

Ruth White Davis, Commissioner