



# 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, January 14, 2026

Mr. Zachary Shepherd  
2540 Severn Ave., Suite 400  
Metairie, LA 70002

Re: **Ashley Creekbaum VS.**  
**Department of Fire**  
**Docket Number: 9796**

Dear Mr. Shepherd:

Attached is the action of the Civil Service Commission at the Commission's meeting on Wednesday, 1/14/2026.

Yours very truly,

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

Doddie K. Smith  
Chief, Management Services Division

cc: Roman Nelson  
Max V. Camp Ashley  
Creekbaum  
file

**IN RE: Ashley Creekbaum v Department of Fire**  
**Docket No: 9796 - Civil Service Commission**

**ORDER**

Before the Commission was a motion by the Parties for the Commission to approve a settlement agreement reached by the parties. Upon consideration, the Commission finds that Parties have reached an amicable resolution which is attached hereto. Therefore:

The Parties' motion is hereby GRANTED.

Judgment rendered this 14<sup>th</sup> day of January, 2026

CITY OF NEW ORLEANS CIVIL SERVICE COMMISSION

YEA:

  
BRITTNEY RICHARDSON, CHAIRPERSON

  
JOHN H. KORN, VICE-CHAIRPERSON

  
RUTH WHITE DAVIS, COMMISSIONER

  
ANDREW MONTEVERDE, COMMISSIONER

**CITY OF NEW ORLEANS CIVIL SERVICE COMMISSION**

**STATE OF LOUISIANA**

**ASHLEY CREEKBAUM**

**VERSUS**

**NEW ORLEANS FIRE DEPARTMENT (NOFD)**

**DOCKET NO. 9796**

**SETTLEMENT AGREEMENT**

**NOW COME** the parties – Appellant, Ashley Creekbaum (“FF Creekbaum”), and the Appointing Authority New Orleans Fire Department (the “NOFD”), through their undersigned counsel – who represent that they have agreed to resolve the above-captioned matter prior to and in lieu of proceeding with the hearing scheduled for December 18, 2025, pursuant to Civil Service Rule II, Section 6.7.

Specifically, NOFD has agreed to:

1. Modify the disciplinary action issued on October 28, 2025 from a termination to a 120-calendar-day suspension, beginning from the initial September 11, 2025 emergency suspension, with a return date of January 9, 2026, for the charged violation of GEN-014-21-SOP and the impact of this violation on the operations of NOFD;
2. Reinstate FF Creekbaum to her previous fire station and position upon her return to duty;
3. Update NOFD’s communication to the Louisiana Bureau of EMS to correct: (i) FF Creekbaum’s discipline is a suspension, and (ii) she will be in good standing for all purposes related to her employment upon her return on January 9, 2026;
4. Facilitate FF Creekbaum’s continuation of health and dental insurance coverage, with required biweekly co-payments by FF Creekbaum, in the amount of \$70.66 pending no

authorized changes to the City's health plan, while she is on Leave Without Pay (LWOP) status; and

5. Finally, correct FF Creekbaum's personnel file to reflect modification of the termination to a suspension.

In consideration of NOFD's terms of resolution as detailed herein, the Appellant agrees to:

1. Withdraw her appeal in the above-captioned matter; and
2. Completely release and forever discharge the Appointing Authority and the City, its past and present employees, executives, officers, predecessors and successors in interest of and from any and all past, present or future claims, appeals, demands, obligations, actions, causes of action, wrongful death claims, damages, costs, losses of services, expenses and compensation of any nature whatsoever, whether based on a tort, contract or other theory of recovery, including, without limitation, any and all known or unknown claims for injury or damage to persons or property of any kind whatsoever, or which have resulted or may result from the alleged acts or omissions of the City, the Appointing Authority, and any City employee or official on account of or in any way arising from the disciplinary actions and any other adverse employment actions that are the subject of Appellant's appeals to the New Orleans Civil Service Commission in Docket Numbers 9796.

NOFD and FF Creekbaum (the "Parties") agree that any action, suit, or other proceeding arising out of a breach of this Agreement should be brought in the Orleans Parish Civil District Court for the State of Louisiana.

This Agreement shall be construed and interpreted in accordance with the laws of the State of Louisiana.

The Parties agree that nothing in this Agreement or the negotiation process shall be construed as an admission or evidence of liability under any federal, state, or municipal law. This Agreement is not an admission by any Party, or any current or former officer or employee of the City, that any person has engaged in any unconstitutional, illegal, or otherwise improper activities or conduct.

The Parties agree that this Agreement constitutes a single, integrated written agreement expressing the entire agreement of the Parties hereto relative to the subject matter hereof, and that all prior discussions and negotiations have been, and are, merged and integrated into, and are superseded by, this Agreement.

**WHEREFORE**, Appellant Ashley Creekbaum and the Appointing Authority, through their undersigned counsel, request that this Agreement, reached prior to the scheduled Civil Service hearing, be entered into the record and be presented to the New Orleans Civil Service Commission for acknowledgment at its next scheduled meeting.

*Zachary L. Shepherd*

Zachary L. Shepherd  
2450 Severn Avenue, Suite 400  
Metairie, LA 70002  
Email: [zshepherd@rusplaw.com](mailto:zshepherd@rusplaw.com)  
Telephone: (504) 885-9994  
Counsel for Ashley Creekbaum

Date: 12/16/2025

ACCEPTED:

*Ashley Creekbaum*  
Ashley Creekbaum

Date: 12-17-25

*Max V. Hagan-Camp*

Max V. Hagan-Camp, LSB# 34903  
1300 Perdido Street, Room 5E03  
New Orleans, LA 70112  
Email: [mvcamp@nola.gov](mailto:mvcamp@nola.gov)  
Telephone: (504) 658-9816  
Counsel for the Appointing Authority, NOFD

Date: 12/17/2025