



# CITY OF NEW ORLEANS

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

AMY TREPAGNIER  
DIRECTOR OF PERSONNEL

Friday, July 19, 2024

Mr. Zibble Bickham

Re: **Zibble Bickham VS.  
Department of Sanitation  
Docket Number: 9582**

Dear Mr. Bickham:

Attached is the action of the Civil Service Commission at the Commission's meeting on Friday, 7/12/2024.

Yours very truly,

A handwritten signature in blue ink that reads "Stacie Joseph".

Stacie Joseph  
Management Services Division

cc: Matt Torri  
Jasmine L. Bandy  
file

**CIVIL SERVICE COMMISSION  
CITY OF NEW ORLEANS**

**ZIBBLE BICKHAM,  
Appellant**

**Docket No. 9582**

v.

**DEPARTMENT OF SANITATION,  
Appointing Authority**

**ORDER**

The Department of Sanitation moved for summary disposition on the basis that Mr. Bickham has no right of appeal as a probationary employee. The Commission heard oral argument on this motion at its July 12, 2024, regular meeting.

Civil Service Rule II, § 4.1 grants a right of appeal to “[r]egular employees in the classified service.” A “regular employee” is “an employee who has been appointed to a position in the classified service in accordance with the Law and these Rules and who has completed the working test period.” Mr. Bickham’s one-year probationary period began on April 23, 2023, and he was terminated on March 21, 2024. Therefore, because Mr. Bickham had not completed his working test period at the time of his termination on March 21, 2024, he has no right of appeal as a regular employee.

Mr. Bickham’s appeal is dismissed.



J H Korn (Jul 18, 2024 17:34 CDT)

JOHN KORN, VICE-CHAIRPERSON



Ruth Davis (Jul 17, 2024 14:04 CDT)

RUTH DAVIS, COMMISSIONER

*Mark C. Surprenant*

Mark C. Surprenant (Jul 16, 2024 11:49 CDT)

MARK SURPRENANT, COMMISSIONER



Andrew Monteverde (Jul 16, 2024 14:24 CDT)

ANDREW MONTEVERDE, COMMISSIONER