CIVIL SERVICE COMMISSION
SPECIAL MEETING
TUESDAY, JULY 21, 2026

A special meeting of the City Civil Service Commission was held on Tuesday, July 21, 2026, in the Civil Service Department Conference Room at Orleans Tower, 1340 Poydras Street, Suite 964, New Orleans, LA 70112. Ms. Doddie Smith called the roll. Present were Chairperson Brittney Richardson, Vice-Chairperson John Korn, Commissioner Mark Surprenant, and Commissioner Andrew Monteverde. Commissioner Richardson convened the meeting at 10:14 a.m. The Commission then proceeded with the business meeting.

Item #1a under Rule Amendments was a proposed amendment to Rule VII Section 1.1 Working Test Periods. Personnel Director, Amy Trepagnier, stated this item was introduced at the Commission's last meeting. The amendment would require employees hired or promoted to an executive service classification to serve a working test period of two years. The extension of the probationary period by one year will allow an Appointing Authority to assess the performance of high-level executives over a longer period. Commissioner Surprenant moved to approve the proposed amendment. The motion was seconded by Commissioner Korn and approved unanimously.

Item #1b was proposed amendments to Rule XI Performance Evaluation System, Rule IV Merit Pay, Rule XII Preferred Reemployment, and Rule XII Use of Service Ratings in Layoffs. Director Trepagnier stated the proposed amendments were introduced at the Commission's last meeting. Chief Administrative Officer, Joseph Giarrusso, and Chief Innovation Officer, Jonathan Wisbey, addressed the Commission to discuss the changes made to the proposed amendments since their introduction at the last meeting.

Mr. Wisbey stated that after meeting with representatives from the Local 632 Fire Union and the American Federation of State, County and Municipal Employees (AFSME) the administration is proposing three edits to the previously submitted amendments. The first elaborates on the definition of an 'Unsatisfactory' rating; the second gives discretion to the Appointing Authority regarding enacting discipline following an unsuccessful Performance Improvement Plan (PIP), currently

discipline is compulsory, and the issuance of merit pay if repayment of furlough time is made.

Director Trepagnier noted an additional change. Supervisors who do not perform their supervisory duties regarding performance evaluations can receive a rating no higher than 'Needs Improvement' which allows room for a lower rating if there are additional performance issues. She noted that regarding the timing of the changes, the 2026 evaluation is already in use with three rating categories, so the 2027 evaluation will be the first one with five categories and the merit payments based on these categories will be made in 2028, but the culture change can begin now.

David Schneider, Joshua Smith, Amanda Fallis, Becca Johnson, and Ben Quimby addressed the Commission regarding the rule changes. Commissioner Monteverde moved to approve the amendments with the proposed changes. Commissioner Korn seconded the motion, and it was approved unanimously.

Item #2a under Recruitment and Selection Matters was a request from the Fire Department to extend the eligible list for Fire District Chief. Director Trepagnier stated that the Fire District Chief eligible list reaches its three-year expiration date at the end of September. Due to budget cuts staff is unable to administer a new examination at this time, so the Fire Chief has requested that the list be extended through March 2027.

Commissioner Monteverde recused himself from the item. Commissioner Korn moved to approve the request. The motion was seconded by Commissioner Surprenant and approved unanimously.

There being no additional business to consider, Commissioner Richardson moved for adjournment of the meeting at 11:09 a.m. Commissioner Monteverde seconded the motion, and it was approved unanimously.



Brittney Richardson (Oct 14, 2026 17:02:39 CDT)

Britney Richardson, Chairperson

John Korn, Vice-Chairperson

Mark Surprenant
Mark Surprenant (Oct 13, 2026 20:46:28 EDT)

Mark Surprenant, Commissioner

Andrew Monteverde (Oct 15, 2026 20:14:31 CDT)

Andrew Monteverde, Commissioner

Brittney Richardson (Oct 14, 2026 17:02:39 CDT)