



CITY OF NEW ORLEANS

DEPARTMENT OF CITY CIVIL SERVICE
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CITY CIVIL SERVICE COMMISSION
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JOHN KORN, VICE-CHAIRPERSON
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ANDREW MONTEVERDE

AMY TREPAGNIER
DIRECTOR OF PERSONNEL

Monday, July 21, 2025

Mr. Dylan Bryan
1340 Poydras St., Suite 720
New Orleans, LA 70112

Re: **Jada Phoenix VS.**
Department of Public Works
Docket Number: 9686

Dear Mr. Bryan:

Attached is the action of the Civil Service Commission at the Commission's meeting on Friday, 7/11/2025.

Yours very truly,

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

Doddie K. Smith
Chief, Management Services Division

cc: Clinton R. Hathaway
Max V. Camp
Jada Phoenix
file

**CIVIL SERVICE COMMISSION
CITY OF NEW ORLEANS**

**JADA PHOENIX,
Appellant**

Docket No. 9686

v.

**DEPARTMENT OF PUBLIC WORKS,
Appointing Authority**

ORDER

On May 6, 2025, the Department of Public Works (DPW) filed its second motion for summary disposition of Ms. Phoenix's discrimination appeal on the basis that Ms. Phoenix failed to provide the information required by Civil Service Rule II, § 4.7. The Civil Service Commission is considering this motion on the briefs under Civil Service Rule II, § 6.2.

Procedural History

The Commission granted DPW's motion for summary disposition as to Ms. Phoenix's discrimination appeal bearing docket number 9683 on March 31, 2025. After DPW filed a motion for summary disposition as to the sufficiency of Ms. Phoenix's allegations of discrimination, the Commission granted Ms. Phoenix leave to amend her December 16, 2024, sex discrimination appeal based on her termination, docket number 9686, on March 31, 2025. Ms. Phoenix supplemented her discrimination appeal on April 4, 2025.

Analysis

In the procedural history of DPW's Second Motion for Summary Disposition, DPW conflates docket numbers 9683 and 9686. The Commission dismissed docket number 9683 as untimely because Ms. Phoenix was appealing a discrete incident of discrimination she alleged occurred on October 17, 2024. Ms. Phoenix failed to appeal this incident within 30 days. Docket

number 9696 concerns an appeal of Ms. Phoenix's termination based on discrimination, which is timely. Ms. Phoenix alleges the termination of her employment on December 12, 2024, was based on her sex. This allegation is sufficiently described under Civil Service Rule II, § 4.7.

DPW's Second Motion for Summary Disposition as to docket number 9686 is denied. Otherwise untimely incidents of sex discrimination may be introduced as background evidence under applicable law. *See Nat'l R.R. Passenger Corp. v. Morgan*, 536 U.S. 101, 113 (2002).



JOHN KORN, VICE-CHAIRPERSON



Ruth Davis, Commissioner (Jul 19, 2025 12:52 CDT)

RUTH DAVIS, COMMISSIONER



Andrew Monteverde, Commissioner (Jul 20, 2025 08:25 CDT)

ANDREW MONTEVERDE, COMMISSIONER