



# CITY OF NEW ORLEANS

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

AMY TREPAGNIER  
DIRECTOR OF PERSONNEL

Monday, July 21, 2025

Mr. Kermit Francis

Re: **Kermit Francis VS.  
Sewerage & Water Board  
Docket Number: 9732**

Dear Mr. Francis:

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: Ron Spooner, Interim  
Ashley Ian Smith  
file

**CIVIL SERVICE COMMISSION  
CITY OF NEW ORLEANS**

**KERMIT FRANCIS,  
Appellant**

**Docket No. 9732**

v.

**SEWERAGE & WATER BOARD,  
Appointing Authority**

**ORDER**

The Sewerage & Water Board moved for summary disposition of Mr. Francis’s appeal of his termination on the basis that he was a probationary employee with no right of appeal under Civil Service Rule II, Section 4.1. The Commission heard oral argument on this motion at its July 11, 2025, regular meeting. Mr. Francis appeared *pro se*. The Commission granted the Sewerage & Water Board’s Motion for Summary Disposition.

The Sewerage & Water Board hired Mr. Francis on November 18, 2024, as an Infrastructure Project Manager II. The Sewerage & Water Board terminated his employment on May 15, 2025. Civil Service Rule II, Section 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. Francis had a one-year probationary period under Rule VII, § 1.1, so he has no right of appeal. *Oliver v. Dep’t of Finance*, No. 2025-00338 (La. 5/29/25)

Mr. Francis’s appeal is DISMISSED.



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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