



CITY OF NEW ORLEANS

DEPARTMENT OF CITY CIVIL SERVICE
SUITE 900 - 1340 POYDRAS ST.
NEW ORLEANS LA 70112
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CITY CIVIL SERVICE COMMISSION
BRITTNEY RICHARDSON, CHAIRPERSON
JOHN H. KORN, VICE-CHAIRPERSON
CLIFTON J. MOORE, JR.
MARK SURPRENANT
RUTH WHITE DAVIS

Thursday, May 4, 2023

AMY TREPAGNIER
DIRECTOR OF PERSONNEL

Ms. Willie-Inaa McKnight

Re: **Willie-Inaa McKnight VS.
Department of Fire
Docket Number: 9413**

Dear Ms. McKnight:

Attached is the action of the Civil Service Commission at the Commission's meeting on Monday, 4/17/2023.

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
file



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Thursday, May 4, 2023

AMY TREPAGNIER
DIRECTOR OF PERSONNEL

Ms. Willie-Inaa McKnight

Re: **Willie-Inaa McKnight VS.
Department of Fire
Docket Number: 9414**

Dear Ms. McKnight:

Attached is the action of the Civil Service Commission at the Commission's meeting on Monday, 4/17/2023.

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
file

**CIVIL SERVICE COMMISSION
CITY OF NEW ORLEANS**

**WILLIE-INAA McKNIGHT,
Appellant**

Docket Nos. 9413, 9414

v.

**DEPARTMENT OF FIRE,
Appointing Authority**

ORDER

The Department of Fire moved for summary disposition of these appeals of Ms. McKnight's November 11, 2022, two disciplinary letters of suspension informing her of suspensions totaling 36 hours. The Department of Fire bases this motion on Ms. McKnight's provisional status and her lack of a right of appeal under Civil Service Rule II, section 4.1.

The Commission heard oral argument of this motion at its April 17, 2023, 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." Civil Service Rule I (64). Ms. McKnight is a provisional employee under Civil Service Rule VI, § 5.3(a). A provisional appointment is a temporary appointment. Civil Rule VI, § 5.3. The Civil Service Rules define a "temporary appointment" as "an appointment for a limited period of service without acquisition by the appointee of any continuing right to be retained as an employee beyond that period." Civil Service Rule I (74). Therefore, time spent in provisional status is not part of the working test period, also called a probation period. Civil Service Rule I (74), (80).

The records of the Department of Civil Service reflect that the Department of Fire hired Ms. McKnight on August 13, 2017, as a Fire Recruit. The Department of Fire promoted Ms.


McKnight to probationary Firefighter I on December 24, 2017. Ms. McKnight would have completed her one-year probation period as a Firefighter I and obtained permanent status on December 23, 2018. However, the minimum qualifications for the position of Firefighter I require EMT certification during the probation period in order to obtain permanent status as a Firefighter I.

At the request of the Department of Fire, the Personnel Director approved provisional status for Ms. McKnight in the position of Firefighter I on December 22, 2018, because Ms. McKnight had failed to obtain an EMT certification. Otherwise, the Personnel Director could have ordered the Department of Fire to terminate Ms. McKnight's employment or demote her from the position of Firefighter I under Rule VI, § 3.3, for failing to meet the minimum qualifications of her position. The Commission has approved the renewal of this provisional status beyond one year at the request of the Department of Fire, and as required by Civil Service Rule VI, § 5.3.

Ms. McKnight informed the Commission during oral argument that she has now obtained the EMT certificate, so she will be eligible for permanent status as a Firefighter I. The undersigned Commissioners note the suspensions at issue relate to Ms. McKnight's failure to attend EMT certification classes, specified by the Department of Fire, reflecting the Department's effort to assist Ms. McKnight in obtaining permanent status.

For the foregoing reasons, Ms. McKnight's appeals are **DISMISSED**.

This the 4th day of May, 2023.


Brittney Richardson (May 3, 2023 16:18 CDT)

BRITTNEY RICHARDSON, CHAIRPERSON

J H Korn
J H Korn (Apr 21, 2023 14:19 CDT)

JOHN KORN, VICE-CHAIRPERSON

Mark C. Surprenant
Mark C. Surprenant (Apr 21, 2023 14:40 CDT)

MARK SURPRENANT, COMMISSIONER