

CIVIL SERVICE COMMISSION
REGULAR MONTHLY MEETING
FRIDAY, APRIL 10, 2026

The regular monthly meeting of the City Civil Service Commission was held on Friday, April 10, 2026, in the City Council Chambers, 1300 Perdido Street, New Orleans, LA 70112. Ms. Stacie Joseph called the roll. Present was Vice-Chairperson John Korn, Commissioner Mark Surprenant, and Commissioner Andrew Monteverde. Commissioner Korn convened the meeting at 10:03 a.m. The Commission then proceeded with the docket.

Chairperson Brittney Richrdson joined meeting at 10:11 a.m.

At 11:06 a.m. on the motion of Commissioner Surprenant and the second of Commissioner Korn, the Commission unanimously voted to go into executive session. At 11:30 a.m. the Commission completed its executive session and proceeded with the business portion of the meeting.

Item #1 was the minutes for March 13, 2026. Commissioner Korn moved to approve the minutes. The motion was seconded by Commissioner Surprenant and approved unanimously.

Item #2 was the ratification of Public Integrity Bureau (PIB) extension requests. Commissioner Surprenant moved to approve the extension requests. Commissioner Monteverde seconded the motion, and it was approved unanimously.

Item #3a under Recruitment and Selection Matters was a request for approval of examination announcements. Commissioner Monteverde moved to approve the examination announcements 11488-11502. The motion was seconded by Commissioner Korn and approved unanimously.

Item #4 was a request for investigation from former employee Rhonda Oliver into her termination. Personnel Director, Ms. Amy Trepagnier, stated that the Sewerage and Water Board's counsel was unable to attend and requested the item be deferred. Commissioner Surprenant moved to defer the item. Commissioner Monteverde seconded the motion, and it was approved unanimously.

Item #5 was a request from the Fire Union for an investigation into the application of Civil Service Rule IX for on duty injuries. Commissioner Monteverde recused himself from the item.

On behalf of the New Orleans Fire Fighter's Association (NOFFA), Aaron Mischler, John Gallagher, and Louis Robein, addressed the Commission and requested that an investigation be carried out in regard to Civil Service Rule IX as it pertains to on-duty injuries. The union seeks an investigation into why on-duty injuries are being carried out under Rule IX- Disciplinary Actions.

Deputy City Attorney William Goforth, addressed the Commission and stated that he saw no specific instance of an alleged violation of the Civil Service Rules or Louisiana Constitution that would justify the requested investigation. He suggested that the union seek an advisory opinion on the application of a statute or a declaratory judgement from the Attorney General or Civil District Court, respectively.

Superintendent of Fire, Roman Nelson, clarified that involuntary retirement has been pursued in instances where the employee who is injured on duty does not provide a doctor's note that clears him for light duty or a return to full duty.

Commissioner Surprenant moved to deny the request for investigation and instead motioned to create a subcommittee of the Commission to convene a taskforce. The motion was seconded by Commissioner Korn and approved unanimously by the voting Commissioners.

Item #6 was a request from the Fire union for an investigation into the abuse of Rule VIII as it pertains to the Fire Department's sick leave policy. Commissioner Monteverde recused himself from the item.

Mr. Mischler stated that the alleged abuse of Rule VIII arises from NOFD and its human resource division refusing to accept sick notes even though they comply with Civil Service Rules and NOFD's sick leave policy, placing the employee on leave without pay (LWOP) until sufficient documentation is provided.

Superintendent Nelson responded, noting that employees have been placed on LWOP when they have failed to submit a timely physician's note or have provided a fraudulent document signed by a relative or friend. He explained that a payroll

adjustment is made once the employee produces the required documents that meet the standards of the department.

Mr. Goforth stated that a request for an investigation should not be brought to the Commission until NOFFA can cite a specific incident where a violation of the Rules or departmental policy has occurred. Commissioner Surprenant suggested that NOFFA and NOFD work together to delineate how the Rules and department policy should be implemented and they could bring forth the request again if there is a violation of the terms that have been agreed upon.

Commissioner Surprenant moved to deny the request for investigation, assigning the item to the task force instead. Commissioner Korn seconded the motion, and it was approved unanimously by the voting Commissioners.

Item #7 was a request from the Fire union for an investigation into the application and/or interpretation of Rule VIII section 2.5(b) Sick Leave Use. Commissioner Monteverde recused himself from the item. Commissioner Surprenant moved to deny the request for investigation, deferring the resolution to the task force. Commissioner Korn seconded the motion, and it was approved unanimously by the voting Commissioners.

Item #8 was a request from the Fire Union for an investigation into the application of Rule III section 5 Dual Assignments. Commissioner Monteverde recused himself from the item. Mr. Mischler stated that there is a 12-hour minimum to reach pay for working out of your classification in dual assignment that goes against Civil Service Rules that stipulate that employees should be compensated for all hours worked. This has led to employees being paid less despite meeting the qualifications of both positions.

Chief Nelson stated that the 12-hour minimum was agreed upon by union representatives and the former NOFD administration and that he would not be open to amending that requirement. Director Trepagnier expressed that she would not oppose a discussion regarding compensation for dual assignments.

Commissioner Surprenant moved to deny the request for investigation. The motion was seconded by Commissioner Korn and approved by the voting Commissioners.

Item #9 was a request for investigation from Health Department (EMS) employee Kyle Snyder into the application of Rule V Section 9 Substance Abuse Testing.

Kyle Snyder addressed the Commission and stated that in December 2025 he was involved in a significant vehicular crash while on duty. While working alongside a field trainee, they both sustained injuries and were transported to a hospital for evaluation, treatment, and post-incident drug testing. Both employees provided oral samples rather than the standardized urine sample and tested positive for the same substance at nearly identical levels. Mr. Snyder stated that his current career progression has been placed on hold due to the positive test.

Mr. Snyder asked the Commission to determine whether a substance abuse contract was warranted under the circumstances; whether certain substance abuse policies require updates regarding the approval and standards for oral swab testing, as it is not currently permitted under Civil Service policy; clear enforceable timelines for producing and reporting substance abuse results; and if procedures exist for disputing substance abuse test results. Director Trepagnier stated that Mr. Snyder is incorrect in stating that oral swab testing is not permitted under Civil Service policy. She noted that Mr. Snyder is referencing Chief Administrative Officer (CAO) policy, not Civil Service policy. She also noted that the CAO policy includes examples of types of substance abuse tests but does not limit the types of testing permitted.

Mr. Goforth stated that the City does see some legal basis for an investigation into the matter, as the rehab contract at issue is not a disciplinary action and thus limits the option for the employee to pursue an appeal. He added that there is also the allegation of a violation of Civil Service Rules based on the fact that Mr. Snyder is alleging that he is required to participate in a rehab agreement that was not warranted. Director Trepagnier stated that the requirement to complete the rehab program is warranted based on the results of the substance abuse screening and subsequent verification of the positive result by the Medical Review Officer (MRO), Dr. Jennifer Avegno.

Chief of Emergency Medical Services (EMS), Bill Salmeron, addressed the Commission and stated that the circumstances of the drug test were suspicious and a retest was ordered. Because the employees' results were received by the department several weeks later, the department could not perform a timely re-test.

He expressed his support for Mr. Snyder and requested that the Commission give him the opportunity for due process.

Ms. Shanquell Wilson of the Civil Service Department spoke about the delay in the results. She stated that due to how the samples were acquired, Alere Toxicology Lab had to create a specific facility number for EMS oral testing. Once those specific results were brought to their attention, the results were immediately reported.

Director Trepagnier stated that if Dr. Avegno were to find that the results of the oral swap were unverifiable, staff would accept that determination.

Commissioner Monteverde moved to defer a decision on the matter to allow Dr. Avegno to consider amending the result. Commissioner Korn seconded the motion, and it was approved unanimously.

Item #10 was consideration of formal opposition to proposed Constitutional Amendment No. 1 to amend Article X, Section 2(b) of the Constitution of Louisiana relative to authorizing additional positions in the unclassified state civil service. Director Trepagnier read the formal resolution expressing opposition to Constitutional Amendment No. 1 to amend Article X, Section 2(b) of the Constitution of Louisiana on the 2026 ballot. She stated that the amendment would allow elected officials to determine which positions are unclassified and remove their protection from political influence.

Commissioner Korn moved to adopt the resolution. The motion was seconded by Commissioner Monteverde and approved unanimously.

There being no additional business to consider, Commissioner Richardson moved to adjourn the meeting at 1:49 p.m. The motion was seconded by Commissioner Korn and approved unanimously.



Brittney Richardson (May 17, 2026 10:05:43 CDT)

Brittney Richardson, Chairperson



John Korn (May 20, 2026 13:49:37 GMT+2)

John Korn, Vice-Chairperson

Mark Surprenant

Mark Surprenant (May 13, 2026 10:55:19 CDT)

Mark Surprenant, Commissioner



Andrew Monteverde (May 13, 2026 08:44:36 CDT)

Andrew Monteverde, Commissioner



Britney Richardson (May 17, 2026 10:05:43 CDT)



John Korn (May 20, 2026 13:49:37 GMT+2)