



**"RE-BUILDING THE CITY'S WATER SYSTEMS FOR THE 21<sup>ST</sup> CENTURY"**

# **Sewerage & Water Board OF NEW ORLEANS**

LATOYA CANTRELL, PRESIDENT

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October 13, 2021

The Operations Committee met on Wednesday, October 13, 2021, via the virtual Microsoft Teams program. The meeting convened at approximately 9:00 AM.

## **1. ROLL CALL**

### **Members Present:**

Director Janet Howard, Chair  
Director Maurice Sholas  
Director Tamika Duplessis  
Director Joseph Peychaud  
Councilman Jay Banks

### **Members Absent:**

None

### **Oher Directors Present**

Director Robin Barnes

## **2. PRESENTATION ITEM –**

Mr. LaBarron McClendon, the SWB's Human Resource (HR) Administrator, made a presentation on the operations of the Human Resources Department and its interactions with Civil Service. He began the presentation by focusing on various problems that the SWB is encountering in filling positions, how they relate to Civil Service rules and processes, and proposed solutions. He expressed particular frustration with the limited nature of Delegated Authority and with obstructions the SWB has encountered from the Civil Service staff while attempting to restructure the customer service area. Mr. McClendon emphasized the need for more flexibility in defining job classifications to meet the board's needs and to set pay at competitive levels.

Directors expressed concerns about contradictions between what they had heard from the Civil Service staff during its presentation in May and what they are hearing from the HR Department. They also expressed concern about the lack of progress in filling positions where needed.

There was extensive probing to ascertain why the SWB is not getting approval for logical requests that further its mission. Director Sholas expressed frustration that there has been so little progress on HR issues since May and asked the HR Department to resolve a concrete, ongoing problem (chosen by the department) within the next 30 days. Mr. McClendon selected decided to focus on the stalemate relating to the reorganization of customer service management.

There was also consensus among the committee members that the SWB needs to develop a comprehensive plan of action for addressing its personnel problems within the context of the Civil Service system. It requested Mr. McClendon to begin work on that.

3. **PUBLIC COMMENT –**

Ms. Amy Trepagnier, Executive Director of the Civil Service Commission, took issue with Mr. McClendon's claims that the SWB's HR problems stem from the Civil Service system.

4. **ADJOURNMENT**

There being no further business to come before the Operations Committee Meeting. The meeting adjourned at approximately 10:27 AM.

Respectfully submitted,

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Janet Howard, Chair