

**JEFFERSON PARISH, LOUISIANA  
PERSONNEL BOARD**

A regular meeting of the Jefferson Parish Personnel Board was held on Monday, October 11, 2021 beginning at 2:00 P.M. in Room 204 of the Joseph Yenni Building, Jefferson, Louisiana. Present were Board Chair Rufus C. Harris III, Board Member Michael Fantaci, Board Member Daniel Martiny, Personnel Director John Dumas, Assistant Director-Personnel Lauren Call, and Personnel Board Special Assistants Ted Nass and Kim Nguyen.

Under Employee Appeals:

- A. (None)

Under Public Comment Period:

- A. (None)

Under Proposals for Board Consideration:

- A. Approved a proposal to amend the Personnel Rules of the Classified Service to revise Rule IV, Rule VI, and Rule IX to correct references in those rules;
- B. Approved a proposal to amend the Personnel Rules of the Classified Service to revise Rule IV, Section 5.9;
- C. Approved a proposal to amend the Personnel Rules of the Classified Service to revise Rule I, Section 13 and Section 72;
- D. Approved a request to cancel a list in accordance with Personnel Rule VI, Section 6.4;
- E. Approved a request to assign a market based pay grade and/or special hiring rate in accordance with Personnel Rule IV, Section 1.3(f) to classes included in the Pay Plan for the Classified Service with a minimum starting salary below the required rate under the Patient Protection and Affordable Care Act Affordability Safe Harbor; and,
- F. Deferred a proposal to amend the Rules of Appeal to revise Rule 19.

Under Executive Session Matters:

- A. By motion of the Board cancelled items for consideration of matters deemed confidential pursuant to La. R.S. 42:17 to discuss personnel matters regarding physical or mental health of an employee in regards to a request to extend Leave without Pay.

Under Approval of the Minutes:

- A. Approved the meeting minutes from the meeting of September 16, 2021.

Under Old Business:

- A. The Board approved the monthly report of August 2021.


Under New Business:

- A. Under Requests for advanced or extended leaves of absence, there were:
  - 1. None.
- B. Under Requests for approval of employee status in positions reallocated under Rule III. 3.1 of the Personnel Rules, there were:
  - 1. None.

- C. Under Approval of the monthly report, the Board:
  - 1. Unanimously deferred the monthly report for September 2021 to the November meeting.
- D. Under Meeting(s)/Hearing(s) Dates, the Board:
  - 1. Unanimously approved meeting dates of Thursday, November 18, 2021, 2:00 p.m. and Thursday, December 16, 2021, 2:00 p.m. (tentative) meeting dates.
- E. Under Miscellaneous/Unscheduled Matters:
  - 1. None.
- F. Under Director's Report, the Director:
  - 1. Reported on the Voluntary Leave Transfer Program. The Board instructed the department to propose amendments to the Personnel Rule governing the Voluntary Leave Transfer Program specific to the leave accrual when employees use not more than one total day of donated leave.
  - 2. Presented a draft copy of the feasibility report concerning the "Livable Wage" minimum salary of \$15.01 for classified parish employees. There was no discussion; the report has not been fully completed awaiting the final cost numbers from the Budget Director. The Board reserved discussion on the matter until completion of the report.

By vote of the Board, the meeting was adjourned for review of appeals.

Respectfully submitted,

  
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John G. Dumas, MPA, SPHR, SHRM-SCP  
Personnel Director

Gretna, Louisiana

October 14, 2021

APPROVED:

  
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RUFUS C. HARRIS III, BOARD CHAIR

  
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MICHAEL FANTACI, MEMBER

  
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DANIEL MARTINY, MEMBER