



# CITY OF NEW ORLEANS

DEPARTMENT OF CITY CIVIL SERVICE  
SUITE 900 – 1340 POYDRAS ST.  
NEW ORLEANS LA 70112  
(504) 658-3500 FAX NO. (504) 658-3598

CITY CIVIL SERVICE COMMISSION

BRITTNEY RICHARDSON,  
CHAIRPERSON  
JOHN KORN  
VICE- CHAIRPERSON  
MARK SURPRENANT  
RUTH WHITE-DAVIS  
ANDREW MONTEVERDE

AMY B. TREPAGNIER  
DIRECTOR OF PERSONNEL

September 12, 2025

Aisha Collier, Acting Clerk of Council  
Room 1E09, City Hall  
New Orleans, LA 70112

Submitting for Council Approval: Amendment to the Classified Pay Plan (Health/EMS)

Dear Ms. Collier:

In accordance with Article X, Section 10 of the Constitution of Louisiana, this agency is submitting for Council approval, the following amendment to the Classified Pay Plan as adopted by the Civil Service Commission at its meeting of September 12, 2025 as outlined below:

## Revised Special Rate of Pay (Additions are Bold, Strikethroughs are Deleted)

1. Employees in the classes of Emergency Medical Technician, Emergency Medical Technician, Advanced, Emergency Medical Technician, Paramedic, Emergency Medical Coordinator, Assistant and Emergency Medical Coordinator shall receive \$1,500 annually over their normal rate of pay when currently certified and assigned as a Rescue Swimmer/Rapid Diver, Hazmat, Urban Search and Rescue, Tactical Paramedic or **Advanced Practice Paramedic**. Employees are limited to one \$1,500 premium **in the case of multiple qualifying credentials**.
2. **Credentialed** employees in the classes of **Emergency Medical Technician, Emergency Medical Technician, Advanced, Emergency Medical Technician, Paramedic and Emergency Medical Coordinator- Assistant** shall receive five (5) percent over their normal rate of pay when ~~currently certified and assigned as Rescue Technicians and/or Instructors~~ **actively assigned to the Rescue Unit**.

At the request of the Health Department (EMS), the Civil Service Commission approved the aforementioned pay plan amendments that that would expand eligibility of the \$1,500 Special Rate of Pay to EMT's who are certified as an Advanced Practice Paramedic. The second Special Rate of Pay revision would expand eligibility of a 5% rescue unit incentive to those employees in the classifications of Emergency Medical Technician, Emergency Medical Technician, Advanced and Emergency Medical Coordinator, Assistant. The intent of such incentives is to recognize the added knowledge and skill levels taken on by EMS employees.

*"An Equal Opportunity Employer"*

page - 2 -

Please let us have a certified copy of the action taken by the Council on these pay plan amendments.

Very truly yours,

A handwritten signature in black ink, appearing to read 'Amy B. Trepagnier', written in a cursive style.

Amy B. Trepagnier  
Personnel Director

cc: Joseph Threat, Chief Administrative Officer  
Dr. Jennifer Avegno, Director of Health  
William Salmeron, Chief of EMS  
Justyn Hawkins, Chief of Staff  
Calvin Aguillard, Councilmanic Fiscal Officer  
Ashley Spears, Councilmanic Fiscal Officer  
Anita Curran, Council Research Officer  
Christina Hamilton, Assistant Chief Administrative Officer