



St. Bernard Parish Council

8201 West Judge Perez Drive Chalmette, Louisiana, 70043
(504) 278-4228 Fax (504) 278-4209
www.sbpq.net

Fred Everhardt, Jr.
*Councilmember
at Large*

Gillis McCloskey
*Councilmember
at Large*

Patrice Cusimano
*Councilmember
District A*

Joshua "Josh" Moran
*Councilmember
District B*

Cindi Meyer
*Councilmember
District C*

Ryan Randall
*Councilmember
District D*

Amanda Mones
*Councilmember
District E*

Roxanne Adams
Clerk of Council

#18

EXTRACT OF THE OFFICIAL PROCEEDINGS OF THE COUNCIL OF THE PARISH OF ST. BERNARD, STATE OF LOUISIANA, TAKEN AT A REGULAR MEETING HELD IN THE COUNCIL CHAMBERS OF THE ST. BERNARD PARISH GOVERNMENT COMPLEX, 8201 WEST JUDGE PEREZ DRIVE, CHALMETTE, LOUISIANA ON WEDNESDAY, MAY 21, 2025 AT THREE O'CLOCK P.M.

On motion of Mrs. Cusimano, seconded by Ms. Meyer, it was moved to **adopt** the following ordinance:

ORDINANCE SBPC #2654-05-25

Summary No. 4264

Personnel Board recommended **APPROVAL** on 4/16/25

Introduced by: Administration on 5/5/25

Public Hearing held on 5/21/25

AN ORDINANCE TO **AMEND** CHAPTER 17, PERSONNEL; ARTICLE V, DISCIPLINARY ACTIONS; SECTION 17-120, MAINTAINING STANDARD OF SERVICE OF THE ST. BERNARD PARISH CODE OF ORDINANCES.

ST. BERNARD PARISH COUNCIL DOES HEREBY ORDAIN:

SECTION 1. The St. Bernard Parish Council, as the Governing Authority of the Parish, does **AMEND** Chapter 17, Personnel; Article V, Disciplinary Actions; Section 17-120, Maintaining Standard of Service of the St. Bernard Parish Code of Ordinances is hereby amended as per attached Exhibit "A".

SECTION 2. Effective Date. This Ordinance shall become effective immediately upon approval of the State of Louisiana. In the event of a presidential veto, this Ordinance shall become effective upon a two-thirds favorable vote of the total membership of the Council and then approved by the State of Louisiana pursuant to Sections 2-11 and 2-13 of the St. Bernard Parish Home Rule Charter.

SECTION 3. Severability. If any section, clause, paragraph, provision or portion of this ordinance shall be held invalid or unconstitutional by any court of competent jurisdiction, such holding shall not affect any other section, clause, paragraph, provision or portion of this ordinance, the St. Bernard Parish Council hereby expressing and declaring that it would have adopted the remaining portion of this ordinance with the invalid portions omitted.



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Extract #18, continued
May 21, 2025

The above and foregoing having been submitted to a vote, the vote thereupon resulted as follows:


YEAS: Cusimano, Moran, Meyer, Randall, Everhardt


NAYS: None

ABSENT: Mones

The Council Chair, Mr. McCloskey, cast his vote as **YEA**.

And the motion was declared **adopted** on the 21st day of May, 2025.


JENNIFER L. IMBRAGUGLIO
DEPUTY CLERK OF COUNCIL


GILLIS MCCLOSKEY
COUNCIL CHAIR

Delivered to the Parish President 5/23/25 9:15am
Date and Time

Received by Margen Kelley

Approved ✓ Vetoed _____

Parish President 
Louis Pomes

Returned to Clerk of the Council 5/27/25 9:45am
Date and Time

Received by Louisa Salony

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Exhibit "A"
Ordinance SBPC #2654-05-25

Chapter 17 - Personnel
Article V – Disciplinary Actions
Section 17-120 – Maintaining Standard of Service

Section 17-120 – Maintaining Standard of Service

- (a) When a regular employee in the classified service is unable or unwilling to perform the duties of his position in a satisfactory manner, or has committed any act to the prejudice of the service, or has neglected to perform any act it was his duty to perform, or otherwise has become subject to corrective action, the appointing authority shall take action warranted by the circumstances in order to maintain standards of effective service.

Action by the appointing authority may extend to:

- (1) Removal from the service;
 - (2) Reduction in pay to the next lower rate in the pay range for the employee's class of positions;
 - (3) Demotion to any position of a lower class that the appointing authority and the director of human resources deem the employee is competent to fill;
 - (4) Suspension without pay, not exceeding in the aggregate ninety (90) days in any period of twelve (12) consecutive calendar months;
 - (5) Reprimand or other less drastic measures of discipline which the appointing authority considers proper.
- (b) Grounds for disciplinary action. These are examples of misconduct and in no way are all inclusive.
- (1) Being tardy or absent without authorization.
 - (2) Engaging in horseplay, scuffling, etc.
 - (3) Performing work without authorization of the supervisor.
 - (4) Causing loss of material due to carelessness.
 - (5) Wasting time.
 - (6) Leaving place of work without permission.
 - (7) Gambling during working hours.
 - (8) Violating a safety regulation.
 - (9) Carelessness affecting personal safety and/or safety of others.
 - (10) Threatening, intimidating, coercing, or interfering with fellow employees.
 - (11) Soliciting contributions without approval of the parish president while on parish time or premises.

Summary No. 4264
Exhibit "A"
Ordinance SBPC #2654-05-25

- (12) Distributing printed material without approval of the parish president while on parish time or premises.
 - (13) Making false, vicious, or malicious statements.
 - (14) Failure to follow job instructions.
 - (15) Misusing, destroying, or damaging property.
 - (16) Fighting or provoking or instigating a fight.
 - (17) Reporting for work under the influence of alcohol or drugs or use of such while at work.
 - (18) Sleeping on the job.
 - (19) Insubordination.
 - (20) Falsifying records.
 - (21) Theft.
 - (22) Drinking any alcoholic beverage on the job.
 - (23) Engaging in sabotage.
 - (24) Immoral conduct or indecency including use of profane or vulgar language.
 - (25) Possession of weapons and firearms on parish premises or property.
 - (26) Possession of non-prescriptive controlled dangerous substances on St. Bernard Parish Government property.
 - (27) Granting or receiving impermissible discounts for public services or use of public facilities.
 - (28) Any other just cause to the prejudice of the service.
- (c) In every case of dismissal, suspension, reduction in pay, involuntary retirement, or demotion of an employee in the classified service, the appointing authority responsible for the action shall furnish to the employee involved a written statement of the reasons therefor. The written notice shall also inform the employee of his rights to utilize the grievance procedure within ten (10) working days of the date of the action taken against him, of the address of the department of human resources, and of the fact that forms to assist in the filing of a grievance may be obtained from the department of human resources. In addition, the appointing authority shall forward to the director of human resources, a copy of the notification sent to the employee. In any case of alleged inability to furnish the required written notice to a disciplined employee, the personnel board may require evidence and shall be the sole judge of the sufficiency and timeliness of the effort. The human resources director may review any case of disciplinary action taken against a classified employee and may, on his own initiative, immediately investigate the circumstance.
- (d) The prohibition contained in subsection 17-120(b)(25) shall not apply to commissioned law enforcement officers, as approved by the director of human resources.