

Soon after my election as chair of the Civil Service Commission, I reviewed a number of studies on civil service reform that had been released about the New Orleans civil service system, specifically the reports authored by the Bureau of Governmental Research and the Texas A&M Bush School of Government and Public Service.

After reviewing these reports and determining that our civil service system was in need of major reform and would require a complete understanding of the system, I took the *necessary and prudent* steps to speak with stakeholders throughout the city to educate myself on the nuances of our system and the reforms that were needed. In addition to my individual outreach, the commission held two open, public meetings where we received input from citizens, unions and the Civil Service employees.

Just as I had done in my role as chair of the city's Ethics Review Board and the Public Belt Railroad, I made a concerted effort to ensure that I had a comprehensive understanding of the issues before the commission.

To this day, I am grateful for the guidance many stakeholders, including but not limited to the civil service staff, members of the mayor's administrative team, the staff of BGR and the New Orleans Business Council provided.

I am convinced that without their guidance we could not have guided the Great Place to Work Initiative through the process.