

Extraordinary Qualifications - Civil Service Form #1133

Requester Information

Name: CorneishaBrown Date: 11/1/2017

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Phone Number: 504-658-3522

Department: Civil Service

Employee Details

Employee Name: Jason Coe

Department: 210 - Mayor



Appointing Authority: Aaron Miller
Judy Reese-Morse
Katie Dignan

Is this a promotion or a new hire?: New Hire (Hired Above Minimum) Promotion (Qualified Above Minimum)

Proposed Classification: INFORMATION TECHNOLOGY SPECIALIST II



Job Posting and Appointment

Type of Appointment: Probationary



Date of Appointment (if known):

Duration of Job Posting: Continuous

Method(s) of Advertising?: Civil Service

Detailed Position Description: Highly responsible technical and administrative work in support of information systems in an assigned area of responsibility independently performing consulting, designing, programming, installing, maintaining quality assurance, troubleshooting and or technical support for applications, hardware and software products, databases, database management system, support products, network infrastructure equipment or telecommunications infrastructure, software or hardware. Work includes coordinating projects such as conducting technical needs assessments, creating installation plans, analyzing and correcting network malfunctions, serving as system administrator and enhancing operating environments; and related work as required.

The specific job duties of the IT Specialist II assigned to the Real Time Crime Center are as follows: act as a subject matter technical expert relative to the RTCC System in terms of maintenance and future integrations of NOPD's data sources; ensure electronic security systems are functioning to maintain the security of the facility; provide education, troubleshooting, and communications for operating the RTCC; participate in the testing, installation, troubleshooting, and problem resolution of the RTCC systems; troubleshoot, diagnose, and resolve telecommunications, database, and application issues to correct errors and provide improved functionality; communicate with and refer hardware and warranty issues to vendors or other appropriate technicians, as necessary; maintain and support a P25 radio system including RF technologies, assemble and support permanent and vehicle mounted installations of electronics not limited to cameras, lights, radios, license plate readers, or other technologies that can integrate into the RTCC, gather and document requirements for requested application changes, and deliver 24/7 support relative to all technical requirements of the RTCC.

Qualifications

How many applicants were on the eligible list? After reviewing the register, how many possessed the extraordinary qualification(s) described below?: 52. Many of the candidates had some form of extraordinary qualifications. The candidate chosen has the best combination of subject matter expertise and technical and management experience in the IT systems specifically employed at the Real Time Crime Center

Describe: Minimum Qualification - from Job Announcement

1) 5 years of relevant experience

Employee Qualification that Exceeds the Minimum

1) 12 years of experience 2) Tower Climb Certification 3) Certified Electronics Technician (Radio Systems) 4) Motorola R56 Communications Site Installer Certification

Details

1) Tomba Communications/Motorola Dealer 2) Safety Connection of Louisiana 3) Electronics Technicians Association International 4) Motorola/Electronics Technicians Association International

Describe how similar qualifications are not readily available in the labor market at the minimum rate:

Individuals with similar qualifications can be found, but they are in higher paying positions than what the minimum entrance rate offers. The combination of subject matter expertise and technical knowledge that is required of this position demands a higher rate of compensation.

How are the duties of the position relevant to the advanced qualification?:

This position will be responsible for managing and supporting all hardware and software applications to be deployed in the Real Time Crime Center as a part of the Mayor's Citywide Public Safety Initiative independent of the ITI department. The technology includes direct data integrations to the CAD system of OPCD, GIS interfaces, integrations to multiple video management systems, license plate reader interfaces, LWN radio network, SQL data integration, and multiple integrated software applications. This position will require maintaining a P25 Land Mobile Radio System, including maintenance of tower sites. Hiring Mr. Coe into this position, with his vast knowledge of two-way mobile radio experience, in addition to his knowledge of installation of electronic equipment would greatly enhance the ability of the RTCC to install and maintain cameras and other equipment "in-house" that would otherwise have to be installed and maintained by city contract vendors, at a much higher cost.

Are there other departmental employees in this classification with the same or equivalent qualifications: Yes No

Additional Documentation

Attachment 1:

Attachment 2:

Attachment 3:

Proposed Pay Rate

Rate Granted in Steps (maximum of 21): 21

Rate Granted as a Percentage (must be divisible by 1 25): 25%

How will hiring this person at the rate specified be a financial advantage to the City? (Please provide an objective financial analysis): Hiring this position as a contractor (or multiple contractors) would cost the City well over \$100K, depending on the contract.

Appointing Authority Approval

Name: Aaron Miller

Date: 11/1/2017

Approval: Approved Denied

Comment:

thanks



Class & Pay Approval

Name: Samuel Stouie

Date: 11/3/2017

Approval: Approved Denied Cancel

Comment:

