

Extraordinary Qualifications - Civil Service Form #1170

Requester Information

Name: ComeishaBrown Date: 12/27/2017
Email: corbrown@nola.gov
Phone Number: 504-658-3522
Department: Civil Service

Employee Details

Employee Name: William Wood
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: POLICE TECHNICAL SUPERVISOR ☒

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: Supervisory technical and administrative work serving as the first level supervisor of Police Technical Specialists at the Real Time Crime Center ensuring all tasks are completed timely, efficiently and effectively. Work includes coordinating with public safety agencies, city departments and other entities to promote effective operations. Work also includes training and directing staff in the monitoring, operating, and interpreting multiple interactive software systems regarding emergency and criminal calls for service; and related duties as required.

Qualifications

How many applicants were on the eligible list? After reviewing the register, how many possessed the extraordinary qualification(s) described below?:

8. Some of the candidates exceeded the minimum qualifications for this position. However, the selected candidate is the only candidate with extraordinary qualifications. The candidate chosen has the best combination of subject matter expertise and technical and management experience in the applications specifically employed at the Real Time Crime Center (RTCC).

Describe: Minimum Qualification - from Job Announcement

1) 7 years of relevant experience 2) 1 year of supervisory experience 3) High School Diploma

Employee Qualification that Exceeds the Minimum

1) 25 years of experience 2) 3+ years of supervisory experience 3) High School Diploma and Associate's Degree; Criminal Justice/Law Enforcement Administration 4) Motorola CommandCentral Aware Platform Certification 5) Genetec Security System Video Management System

Details

1) Elgin, IL Police Department 2) Elgin Police Department Police Sergeant 3) Harper College, Palatine, IL; 1998 - Proficient in use.

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 mentoring and training subordinate Technical Specialists in the effective use of multiple software platforms for the efficient operation of the RTCC. The advanced qualifications exhibited by this candidate are especially critical as the RTCC is only a few weeks old and we are just beginning to roll out our capabilities. Mr. Wood's experience with the specific software applications deployed in the RTCC will be invaluable to both our short and long term success.

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): 16

Rate Granted as a Percentage (must be divisible by 1.25): 18.75

How will hiring this person at the rate specified be a financial advantage to the City? (Please provide an objective financial analysis):

The selected candidate will allow us the flexibility to offer expanded initial and on-going training to our staff on the effective use of the software applications that are the base mission of the RTCC. The ability to conduct this training in-house, as opposed to using a contracted vendor, will come at a significant cost savings to the City and will far outweigh the additional salary and fringe benefits requested below.

Appointing Authority Approval

Name Aaron Miller

Date 12/27/2017

Approval ☒ Approved ☐ Denied

Comment

Class & Pay Approval

Name Samuel Stoute

Date 12/28/2017

Approval ☒ Approved ☐ Denied ☐ Cancel

Comment