CITY OF NEW ORLEANS
CIVIL SERVICE FORM
EXTRAORDINARY OR SUPERIOR QUALIFICATIONS, EXPERIENCE, CREDENTIALS

Please complete this form and attach the posted job announcement and verifiable documentation of extraordinary qualifications, experience, and/or credentials. If it is a provisional employee, please submit a prior announcement. Make sure you have vetted the candidate pool to determine how many candidates possessed extraordinary qualifications. Please keep a copy for your records and send a copy of the form to the Civil Service department for the employee's official personnel file. Do not enter this increase in ADP until you have filled out this form.

Appointing Authority Name: __Lamar M. Gardere__

Appointing Authority Department: __Information Technology and Innovation__

Appointing Authority Phone Number: __504-658-7939__

Appointing Authority E-mail: __lmgardere@nola.gov__

EMPLOYEE INFORMATION

Name of Employee with Extraordinary Qualifications: Chris Seker

Current Class (if current employee):   **Proposed Class: C0177**

Is this a promotion or a new hire? What is the new job class?

New Hire, IT Specialist III Project Management

JOB POSTING & APPOINTMENT

Duration of job posting: 1 Year	**How position was advertised: Civil Service**
Date of appointment: 4/4/2016	**Type of appointment** (provisional, etc.):
Permanent	
Detailed position description:	

Highly responsible technical and analytical work of a specialized nature providing technical and project management support of the Project Management Office (PMO). This position will be responsible for managing the PMO processes for managing projects, project deliverables, and reporting performance metrics. Works also includes:

- Monitoring project milestones/critical paths and communicating with project leads the status of projects to ensure timelines are met.
- Managing issues, risks, and constraints to deliver projects on time and within budget.
- Facilitating weekly project status meetings and reporting to project stakeholders up-to-date and accurate data on project performances.
- Determining the best project approach and methodology that best suits the task requirements and customer's expectations.
- Continually looking for process improvements to support on-going quality project management.

QUALIFICATIONS

1. **How many applicants were on the eligible list? How many of them possessed this extraordinary qualification (described below)? 3 Applicants qualified for the position**

2. **Minimum qualification(s) exceeded and description of credential(s) (experience, education, certifications, etc.) that exceed(s) the minimum qualification(s):**

Minimum Qualification (from job announcement)	Employee's Qualification that exceeds the minimum	Details (university, location, relevance, etc.)
1) Bachelor's Degree and 4 years experience or 8 years of experience	28 years of experience in IT industry; is a honor graduate in Computer Programming curriculum comprised of 9 courses covering Cobol, Fortran, Assembly Language and Programming Techniques	Computer Learning Center Washington; Various locations and companies
2) 6 years in project management	25 years of project management experience	Various locations and companies
3)		

3. **Description of how similar qualifications are not readily available in the labor market at minimum entrance rate:**
   Individuals with these qualifications are paid more than the minimum and are generally in higher paying positions than the minimum entrance rate.

4. **How are the duties of the position relevant to the advanced qualification?**
   Mr. Seker will provide project management support for the data center systems team consisting of servers, storage and compute resources, the Database Administration projects and mainframe migration to SQL server environment in cooperation and conjunction of various application upgrade projects. He has experience in each of these areas. He has managed projects in support of system analysis, design, implementation and support. He has completed the design of several large database systems including client/server, distributed databases and replication. He also has experience in migrating large enterprise class systems from a mainframe environment to client-server architecture. His span of experience from mainframe to modern computer resources is extremely difficult to find these days as so many organizations have retired their mainframe systems reducing the requirement for this experience.

5. **How will hiring this person at the rate specified below be a financial advantage to the City? Please provide an objective financial analysis.**
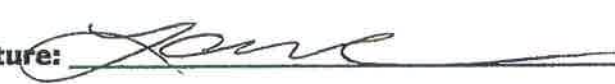   To find someone with such an extensive background and broad range of IT platform experience we currently are paying project manager contractor support at the rate of $127 per hour, hiring this civil servant at $69,770 is a significant savings.

6. **List other departmental employees in this classification. Do they also possess the exceeded qualification and is it job related? Please attach copies of this form for people with the same or equivalent extraordinary qualifications.**
   Corliss Thornton, Matthew Riccardo, Gary LeBlanc, Chris Boudy and Whitney Soenksen

Rate granted (in steps; % must be in increments of 1.25): __step 15 $69,771.01

Appointing Authority Signature: _____