

**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 Gardere\_\_\_\_\_  
**Appointing Authority Department:** \_\_\_ITI\_\_\_\_\_  
**Appointing Authority Phone Number:** \_\_\_658-7639\_\_\_\_\_  
**Appointing Authority E-mail:** \_\_\_lmgardere@nola.gov\_\_\_\_\_

**EMPLOYEE INFORMATION**

**Name of Employee with Extraordinary Qualifications:**    Bryant Johnson     
**Current Class (if current employee):** \_\_\_\_\_ **Proposed Class:**    C0177     
**Is this a promotion or a new hire?**    New Hire    **What is the new job class?**  
   IT Specialist III- Systems Administrator     
**JOB POSTING & APPOINTMENT**

**Duration of job posting:**    continuous    **How position was advertised:**    Civil service     
**Date of appointment:**    1/11/16    **Type of appointment (provisional, etc.):**    Permanent     
**Detailed position description:**

Highly responsible technical work of a specialized nature installing, supporting, and maintaining servers and other computer systems, and planning for and responding to service outages and other problems. Work also includes:

- Presenting reports on performance at the manager, and executive levels.
- Standardizing all incident identification, tracking, and reporting procedures.
- Brainstorming, formalizing and managing policies to ensure performance goals are met. Policy areas include but are not limited to records retention, data center environment, testing procedures, and backups.
- Set-up and maintenance of multiple types of computer systems including Windows Server 2008, Exchange 2010 and VMWare 5.1 and later.
- Analyzing system faults and troubleshooting and running diagnostic tests on operating systems and hardware to detect problems.
- Responsible for all storage related hardware both HDD and tape based.
- Initiate preventive maintenance on the computer systems as well as repair system/environment problems.
- Related work as required.

**QUALIFICATIONS**

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

Of the current 12 eligible applicants, only one (1) possessed extraordinary qualifications comparable to Bryant Johnson, and he is unable to take a position with the City of New Orleans at

this time. The remaining candidates did not have an equal amount of technical experience, or did not score as highly in the interview process. In the past twelve (12) months, the previously qualified applicants have either accepted higher paying positions or declined our offers for other reasons.

**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) Relevant Experience	12 years of experience in IT industry, 10 years managing data center technologies and projects	Last 6 years experience included advanced systems admin tasks, application support, virtualization and networking; 12 years experience in desktop and server support in medium-to-large sized environments
2) Certifications	Employee holds MSCE certification. The relevance of these skills in addition to the years of experience performing in the Systems admin role is considered equivalent to current systems certifications.	Microsoft MCA certification; VCA certification

**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. Johnson's most recent work experience in server virtualization, application support and networking are the skills most relevant to the city's systems technologies. He is proficient in the latest VMware version-5.5 and Windows Server 2012. He has also managed enterprise backup solutions and can create and maintain a backup schedule for the City's backup solution currently in deployment. As a systems project lead, he is able to formalize and document processes and has experience in reporting system performance to management.

**5. How will hiring this person at the rate specified below be a financial advantage to the City? Please provide an objective financial analysis.**

The current contracted Systems Administrator is paid at the rate of \$92.95 per hour or approximately \$180k annually. Even after adding fringe costs, hiring this civil servant at \$72,420 represents a significant savings to using a contractor to fill the position.

**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.**

Bobbie Jones

Rate granted (in steps; % must be in increments of 1.25): \$72,420; 22.5%

Step 19

Appointing Authority Signature: \_\_\_\_\_

