

Extraordinary Qualifications - Civil Service Form #1223

Requester Information

Name: BjeldeLegania Date: 3/20/2018
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Department: ITI

Employee Details

Employee Name: Richard J McGinity
Department: 220 - CAO ☐ Appointing Authority: Kimberly LaGrue
Courtney Bagneris

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

Proposed Classification: INFORMATION TECHNOLOGY SPECIALIST III ☐

Job Posting and Appointment

Type of Appointment: Probationary ☐ Date of Appointment (if known): 2/15/2018

Duration of Job Posting: Continuous

Method(s) of Advertising?: Civil Service

Detailed Position Description: Highly experienced technical project manager tasked with developing strategies, frameworks and plans to provide stable resources and ensure the data center is capable, responsive and reliable in support of all City applications and meets all future requirements. Working with System Administrators to maximize limited resources to meet operational requirements. Knowledgeable in mainframe operations and experienced in migrating systems from mainframe to virtual server operations. Experienced in Database Administration, understanding the relationships and dependencies to City applications. Experienced in managing, evaluating and directing 3rd party support vendors which the City currently relies on for a number of key applications. Work also includes:

- Developing a roadmap to improve datacenter operations, planning and strategies to meet future projected requirements.
- Create and standardize procedures on standard and emergency operations.
- 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.
- Develop a roadmap to move from current mainframe support to virtual server supported systems.
- Developing budgets, timelines, training opportunities and identifying resource requirements to provide a level of support to meet current and future system demands and requirements
- Develop roadmap and develop long range plans for database administration and ensure coordination with other operation assets.
- Update and coordinate disaster recovery plan for all IT assets and plan to provide high availability to critical infrastructure

Qualifications

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

There were 11 candidates on the eligible list. The candidates in Band 1/Referred Rank 1 and 2 (Dionne Barnum and Andy Baragona, respectively) declined to interview for the position due to finding other jobs. We interviewed the third candidate in Band 1/Referred Rank 1 (Ke Xiao) but found that he lacked experience in the target areas. We also interviewed LaTonya Mason in Band 2/Referred Rank 2, but felt that she was not the right fit for the position due to her lack of project management experience and subject matter experience in the target areas.

Of the candidates remaining eligible, Mr. McGinity holds significantly more experience (26 years) of a specialized nature specifically in IT

Describe:	Minimum Qualification - from Job Announcement	Employee Qualification that Exceeds the Minimum	Details
Relevant Experience		26 years of experience in IT Systems project management role and data center environment; 22 years directing data center operations, maintenance and long range planning.	Hands on project manager who has experience both in mainframes and VM server technology. Experience in mind lifecycle transformation, costs and management
Education		Bachelor's degree	Received Bachelor of Science degree in Computer Information Systems - 1991
Certs/Training		ITIL Foundations	Extensive use of Microsoft Project and various other automated management tools

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

Of the three candidates in Band 1, the candidate in Referred Rank 1, Dionne Barnum indicated that she would accept the minimum, but ended up accepting a higher paying position elsewhere. The candidate in Referred Rank 2, Andy Baragona, indicated he would not take the position at the minimum rate. The third ranked candidate, Ke Xiao, indicated that he would accept the minimum, but was found to have insufficient experience in the target areas. Project managers that ITI recruits to fill this type of position under our contracted staffing vendors require a minimum salary of \$64/hour, or \$130,560 annually. Mr. McGinity has both significant project management and hands-on experience in IT systems and operations with over 20 years of experience across the entire IT environment. Individuals with these qualifications are paid more than the minimum and are generally in significantly higher paying positions than the minimum entrance rate.

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

Mr. McGinity's experience provides him with the knowledge, and ability to execute the most specialized duties relevant to the advanced qualification. He served as a project manager for three different organizations where he worked with vendors and across matrixed teams to execute a variety of projects. In these positions, he was responsible for project management, delivery of technology products, designing and implementing systems requirements and maintaining mainframe and Intel operating systems and related software, and other work related to the target areas of this position (IT Operations, Mainframe, Database, Data Center Management, Disaster Recovery Planning, and Systems Administration). In his role as IT Director for Tulane University, Mr. McGinity oversaw the university's IT department for over 20 years and was responsible for project management across a diverse set of initiatives directly relating to the target areas of this position. In this age of virtual servers, it is very unique to find a project manager who has the experience and understanding of mainframe operations, current technology system administration and database operations and maintenance. Mr. McGinity's diverse skill set is most relevant to future operation and modernization of the City's IT infrastructure.

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):

The annual salary of Richard McGinity will be \$74,242.08. If we did not hire Mr. McGinity as a civil servant, we would need to hire a similarly qualified person through one of our staff augmentation contracts. To hire such a contractor, the City would pay approximately \$133,120 annually for the resource. This is calculated based on a 2,080 hour year at a rate of \$64/hour. Hiring Mr. McGinity as a civil servant represents significant financial value over hiring a similarly skilled employee as a contractor.

Appointing Authority Approval

Name: Kimberly LaGrue

Date: 3/20/2018

Approval: ☒ Approved ☐ Denied

Comment:

Class & Pay Approval

Name: Samuel Stoute

Date: 4/3/2018

Approval: ☒ Approved ☐ Denied ☐ Cancel

Comment: