

Extraordinary Qualifications - Civil Service Form #2641

Requester Information

Name: AnitaBernard Date: 2/2/2022
Email: ambernard@nola.gov
Phone Number: 504-658-1104
Department: City Council Fiscal Office

Employee Details

Employee Name: Jessica Hendricks
Department: 200 - Council Appointing Authority: David Gavinski

Is this a promotion or a new hire?: New Hire (Hired Above Minimum) Promotion (Qualified Above Minimum)
Proposed Classification: CURO ENERGY POLICY ANALYST

Job Posting and Appointment

Type of Appointment: Probationary Date of Appointment (if known): 2/20/2022
Duration of Job Posting: Continuous
Method(s) of Advertising?: online job posting
Detailed Position Description: Work will encompass the following: research and develop policy regulations and regulations for increasing the amount of renewable energy resources; research and develop policy recommendations and implementation strategies for projects related to the microgrids, green infrastructure, electric vehicles, and resilience; research and develop policy recommendations and implementation protocols for energy efficiency projects; represents the Council as needed; prepare a variety of records, strategy papers and reports in order to integrate energy policy improvements for the City.

Qualifications

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

There were 4 people on the eligible list. Two qualified in banded rank 1: F. Bradley-Wright and C. DeMoss. Mr. Bradley-Wright rejected the job offer. Ms. DeMoss did not respond to a request to discuss the position. Of the remaining eligible respondents, Ms. Hendricks was the only candidate with not only utility regulatory experience but also experience in Louisiana and an understanding of the Council's dockets and initiatives. Due to the Council's need for experienced personnel with demonstrated expertise in utility regulation there will be 5 total new employees in this office, doubling the current staff. With 5 new Councilmembers taking office next month and several pending dockets on which they will need to act, it is imperative that we select a candidate who has a familiarity with our active dockets. Given the Council's desire to implement best practices, it is important to have someone who has experience in multiple jurisdictions who can develop an implementation strategy and advocate for the Council's positions in public forums. Finally, the Council has prioritized increasing CURO's in-house expertise in an effort to minimize the reliance on external consultants.

Describe:

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

Due to high bar of experience set with the minimum qualifications of this posting, it is clear that there are not many individuals available in the labor market. Ms. Hendricks not only meets, but exceeds the minimum qualifications. As the term begins, the Council will need to develop policies geared toward improving grid resilience, adding renewable resources, and upgrading existing energy efficiency programs. Accordingly, the new Council needs a centrally accessible policy analyst with experience in a variety of energy policies across jurisdictions. Further, as the State continues to recover from Hurricane Ida, the Council has worked to increase coordination with the Louisiana Public Service Commission. Ms. Hendricks work with the LPSC will be extremely helpful.

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

As touched upon earlier, this position will serve as a primary, non-partisan researcher for the Council, who will play a key role in developing policy and interacting with stakeholders. The candidate's advanced qualifications of 14 years working in this field working with governmental entities and advocacy groups make her extremely qualified and well-suited for this position.

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):

12

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

15%

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

Hiring a candidate with Ms. Hendrick's experience will embed a principled and responsible expert in CURO. Having someone with her experience in this position can save the Council hundreds of thousands of dollars in Advisor costs. For example, CURO will be able to develop policies and review proposals inhouse rather than relying on the Advisors to draft and make recommendations at an hourly. *It should be noted that the salary associated with this position will be subject to reimbursement from Entergy.*

Appointing Authority Approval

Name: Paul Harang

Date: 2/2/2022

Approval: Approved Denied

Comment:

Class & Pay Approval

Name: Tia Harrison

Date: 2/8/2022

Approval: Approved Denied Cancel

Comment:

Civil Service does not have any objections to this request at this time.

