

**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:** Dr. Kyshun Webster  
**Appointing Authority Department:** Human Services/JJIC  
**Appointing Authority Phone Number:** 658-3422  
**Appointing Authority E-mail:** kyshun.webster@nola.gov

**EMPLOYEE INFORMATION**

**Name of Employee with Extraordinary Qualifications:** Josh-Wade Ferguson  
**Current Class (if current employee):** \_\_\_\_\_ **Proposed Class:** \_\_\_\_\_  
**Is this a promotion or a new hire? New Hire** What is the new job class? Mangt. Dev. Spec. II

**JOB POSTING & APPOINTMENT**

**Duration of job posting:** \_\_\_\_\_ **How position was advertised:** CS website  
**Date of appointment:** \_\_\_\_\_ **Type of appointment (provisional, etc.):** \_\_\_\_\_  
**Detailed position description:** Data/Quality Improvement Manager. Developing and monitoring data analytics to inform continuous improvement and maintain JJIC accreditation

**QUALIFICATIONS**

1. **How many applicants were on the eligible list?** 32 **How many of them possessed this extraordinary qualification (described below)?** 0

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) Master's Degree (4 yrs. experience)	Ph.D., 7-years experience	Candidate is competent researcher on relevant topics of racial justice, civil rights and social justice
2)	Published Scholar/researcher and Report writer;	Candidate Increased ability to write/author technical reports for public consumption
3)	Accreditation coordinator for higher ed institution	Technical and conceptual abilities to articulate and demonstrate evidence of operational compliance with standards

3. **Description of how similar qualifications are not readily available in the labor market at minimum entrance rate:** Experience with facilitating institutional accreditation processes is rare. This candidate has the experience of managing such an undertaking.

4. **How are the duties of the position relevant to the advanced qualification?** This scholar/social scientist is trained in research and data collection techniques, can spearhead JJIC

internal self-study for accreditation, and has demonstrated subject matter expertise in racial justice and social justice as a social scientist

5. **How will hiring this person at the rate specified below be a financial advantage to the City? Please provide an objective financial analysis.** This candidate possesses the high-level technical abilities necessary to facilitate a complex accreditation process that JJIC will be undergoing. The candidate's experience at coordinating and implementing the level-of conceptually thinking and planning will make the process more efficient and require less investment in training and supervision of this self-starter candidate.
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.** N/A

Rate granted (in steps; % must be in increments of 1.25): ~~Step 21 \$59,312.40~~  
\$59,366.24<sup>2H</sup>

Appointing Authority Signature: *Kyshun Webster*