

**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: Ed Quatrevaux _____
Appointing Authority Department: Office of Inspector General _____
Appointing Authority Phone Number: 504 681-3200 _____
Appointing Authority E-mail: equatrevaux@nolaig.org _____

EMPLOYEE INFORMATION

Name of Employee with Extraordinary Qualifications: William Bonney
Current Class (if current employee): C0712 **Proposed Class:** C0713
Is this a promotion or a new hire? Promotion
What is the new job class? Deputy Inspector General of Criminal Investigations

JOB POSTING & APPOINTMENT

Duration of job posting:
How position was advertised: Civil Service
Date of appointment: 03/03/2016 **Type of appointment** (provisional, etc.): Provisional
Detailed position description:

The Deputy Inspector General of Criminal Investigations (DIC) oversees the Chief of Criminal Investigations (CCI) in developing long and short term objectives for the division. The DCI develops and implements investigative plans approved by the First Assistant for Criminal Investigations (FACI), and Inspector General (IG) and monitors these plans for their effectiveness. The DCI reviews ongoing cases, draft work projects and proposals and provides day-to-day supervision of investigators within the division. The DCI provides advice on investigative techniques, interviewing methods, and case development to investigators. The DCI continuously monitors the quality of work performed and actively participates in projects as appropriate. The DCI testifies as required in administrative and judicial proceedings.

QUALIFICATIONS

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

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.)
<p>1) Seven (7) years of experience in investigations in an Office of Inspector General or similar government investigatory agency on a municipal, state or federal level. Two (2) years of this experience must have been in a supervisory capacity.</p>	<p>Twenty nine (29) years of investigative experience; Twenty two (22) years in a Federal investigatory agency, seven (7) years in the Office of Inspector General. Nine (9) years of this experience in a supervisory capacity; five (5) years in a Federal investigatory agency, and four years in the Office of Inspector General.</p>	<p>Mr. Bonney entered on duty with the U.S. Postal Inspection Service on 01/31/1987. He became a Supervisory Team Leader on 09/08/2004. He retained this supervisory position until his retirement from the Postal Inspection Service on 05/30/2009. He entered on duty with the Office of Inspector General on 05/31/2009 and became Chief of Criminal Investigations on 01/08/2012.</p>
<p>2)</p>		
<p>3)</p>		

3. Description of how similar qualifications are not readily available in the labor market at minimum entrance rate:

When you combine Mr. Bonney's twenty nine years of investigatory experience with his seven years of investigatory experience in the Office of Inspector General, with his nine years of supervisory experience, four years of which are in the Office of Inspector General, you have tremendously narrowed the field of acceptable, viable candidates. Mr. Bonney has actually been working in the Office of Inspector General and is very knowledgeable as to rules, regulations, procedures and policies. Anyone matching this experience (this would be an extremely narrow field to choose from) would command a much higher salary in the private sector.

4. How are the duties of the position relevant to the advanced qualification?

There are five critical elements (core responsibilities or duties) that comprise the Deputy Inspector General of Criminal Investigations position: Critical Element # 1 – Investigating, Decision Making, and Analyzing; Critical Element # 2 – Organizing, Planning, and Coordinating; Critical Element #3 – Communicating Orally, and in Writing; Critical Element #4 – Intelligence Base and Liaison; and Critical Element # 5 – Supervising/Managing and Achieving Results. Mr. Bonney originally worked as an investigator for the U.S. Postal Inspection Service and as an investigator for the Office of Inspector General. He has twenty nine years of investigative experience. He also has nine years of supervisory experience. Mr. Bonney possesses more than four times the minimum required qualifications for this position. His extraordinary experience has translated into quantifiable achievements by the Office of Inspector General. His unique experience will have a direct positive impact on improving the Office of Inspector General's ability to develop long and short term objectives, investigative plans, case development, and monitoring the quality of work performed by the Investigations Division.

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

In order to attract a person with Mr. Bonney's experience, the Office of Inspector General would have to offer a significantly higher salary. Without the rate specified below, the Office of Inspector General risks losing a candidate with exceptional qualifications to the open market. It would be

exceedingly difficult to try and replicate the experience, knowledge, and ability of this candidate for the salary offered without the addition of the rate specified below. Mr. Bonney's ability to supervise/manage has resulted in the prevention of \$32,436,210 in potential economic loss to the City of New Orleans.

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.

There are no other departmental employees in this classification.

Rate granted (in steps; % must be in increments of 1.25): 20% (step 17)

Appointing Authority Signature: 