

**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 M. Gardere
Appointing Authority Department: Information Technology and Innovation
Appointing Authority Phone Number: 504-658-7639
Appointing Authority E-mail: lmgardere@nola.gov

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CIVIL SERVICE
NEW ORLEANS
2016 DEC 29 P 1:05

EMPLOYEE INFORMATION

Name of Employee with Extraordinary Qualifications: William Healy
Current Class (if current employee): **Proposed Class:** C0178
Is this a promotion or a new hire? New Hire **What is the new job class?**
IT Supervisor – Database Administrator

JOB POSTING & APPOINTMENT

Duration of job posting: continuous **How position was advertised:** Civil Service
Date of appointment: 12/31/16 **Type of appointment** (provisional, etc.): Permanent

Detailed position description:

Highly responsible technical and supervisory work of a specialized nature in developing, implementing, and analyzing database designs in support of client area technology environment. This classification is also responsible for data loading, security, performance monitoring, capacity planning, and backup and data recovery. Work also includes:

- Guiding, directing, training and providing managerial and technical guidance for the Databases team.
- The development and maintenance of a database strategy and implementation plan that optimizes application uptime and access to data.
- Presenting reports on performance at the manager, and executive levels.
- Interfacing with other business units to deliver highly effective solutions.
- Standardizing all incident identification, tracking, and reporting procedures.
- Reviewing and preparing documentation for development, testing and production environments.
- Conducting regular and periodic maintenance on databases to ensure smooth and efficient operations.
- Continually drafting and maintaining documentation for all tasks performed.
- Ensuring project schedules and performance requirements are met.
- Maintaining and fully leveraging any remote sites for disaster recovery/business continuity.
- Related work as required.

QUALIFICATIONS

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

Mr. Healy is currently supporting the City's SQL database environment, thus most qualified of the candidates for this position. He has over 14 years of relative experience, of which the last four (4) have been with the City of New Orleans.

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) 9 Years of experience in SQL server database administration	20 years of experience as a SQL database administrator, Windows Server administrator and network administrator	Continuous SQL database administrator from 2002 to present with 4 years supporting the City's SQL database environment directly: - City of New Orleans - Industrial Engineering Management - Spectrum Engineering - US Courts - Eastern District of La - Acme Oyster House
	12 years of supervisory experience	- City of New Orleans - Industrial Engineering Management - Spectrum Engineering

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. Healy's applies his 14 years of SQL database experience to maintain the City's current database environment, including critical financial applications, the NOPD early warning system and the data.nola.gov platform. The Disaster Recovery environment is built on a redundant SQL infrastructure that Mr. Healy has implemented across multiple data centers and expands as more applications become continuously available. His previous experience as a Database Administrator, Systems Administrator and Network Administrator allows him to work closely across IT teams.

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 annual salary of William Healy will be **\$81,999.00**. If we did not hire Mr. Healy as a civil servant, we would continue to pay through one of our staff augmentation contracts at approximately \$156,000.00 annually for the resource. This is calculated based on a 2,080 hour year at a rate of \$75.00/hour. Hiring Mr. Healy as a civil servant represents significant financial value over having a similarly skilled employee as a contractor.

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. Gary LeBlanc

Rate granted (in steps; % must be in increments of 1.25): \$81,999 or step 21

Appointing Authority Signature: 