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: _Stella C	ziment	
Appointing Authority Department: _O	Office of the Independent Police Monitor	
Appointing Authority Phone Number:	_504-427-1724	
Appointing Authority E-mail: _sczime	nt@nolaipn.gov	
EMPLOYEE INFORMATION		
Name of Employee with Extraordinary	y Qualifications:	
Current Class (if current employee): Unclassified Proposed Class: Classified		
Is this a promotion or a new hire? Pr	romotion What is the new job class? C0729	
JOB POSTING & APPOINTMENT		
Duration of job posting:	How position was advertised:	
Date of appointment:	Type of appointment (provisional, etc.): permanent	
Detailed position description:	· , , , ,	
QUALIFICATIONS		

- 1. How many applicants were on the eligible list? How many of them possessed this extraordinary qualification (described below)?
- 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) JD or equivalent	Candidate has JD and is licensed in Louisiana since 2013	Loyola University New Orleans Law School - LSBA 34989
Six years of professional experience	Candidate has 8 years of experience, including prosecuting and investigating.	
 Two years of supervisory experience 	Candidate has more than 4 years of supervisory experience. Including being a supervisor in OIPM	

- 3. Description of how similar qualifications are not readily available in the labor market at minimum entrance rate: Law enforcement oversight requires a unique set of experience that is not readily available. This candidate had ample experience in understanding criminal justice and policing before working at OIPM and has gained an exceptional amount of knowledge since joining OIPM in another position.
- 4. How are the duties of the position relevant to the advanced qualification?

 The candidate's criminal experience is unique as she understands the policy, practice and legal nexus of use of force. She has personally handled the prosecution of individuals

where an officer was killed during a use of force, cases when use of force was used on a civilian and has handled the most serious use of force case NOPD has seen (CCC Tear Gas – June 3rd).

- 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 is extremely qualified for the position and is already trained. It would be a disadvantage to hire a less qualified candidate and then have the down time and costs of training that candidate. Also, OIPM is in the midst of a serious transition and needs the continuity to ensure success with the Consent Decree.
- 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. They are no other departmental employees in this classification.

Rate granted (in steps; % must b	e in increments of 1.25):	2
Appointing Authority Signature: _		