

# Extraordinary Qualifications - Civil Service Form #3136

## Requester Information

Name: Glenn Constable Date: 6/1/2023

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Phone Number: 504-658-2569

Department: Personnel and Training Office

## Employee Details

Employee Name: Vatsana Chenthala

Department: 360 - Health

Appointing Authority: Jennifer Awap'o

Is this a promotion or a new hire?  New Hire (Hired Above Minimum)  Promotion (Qualified Above Minimum)

Proposed Classification: HEALTH PROJECT AND PLANNING SENIOR ADMINISTRATOR

Current Classification: HEALTH PROJECT & PLANNING ADMINISTRATOR

## Job Posting and Appointment

Type of Appointment: Probationary

Date of Appointment (if known):

Duration of Job Posting: 3 Months

Method(s) of Advertising?: City Website

Detailed Position Description:

Ryan White Services and Resources funds hospitals and clinics to provide HIV treatment related services in Orleans and seven surrounding parishes. This position involves overseeing the implementation of three major grants, Ryan White Part A, Ending the HIV Epidemic (EHE) grant from HRSA and Ending the HIV Epidemic (EHE) grant from the CDC to prevent new case of HIV and improve health outcomes of persons living with HIV. The services provided under these include 19 service categories defined by HRSA and newly implemented activities, including workforce development, targeted marketing campaigns and activities, peer education, health literacy, Test and Treat and stigma reduction initiatives. Work involves specialization in working with stakeholders in governmental, non-governmental systems and planning groups, knowledge and experience in working with lower health outcome, unstably housed individuals, developing policies, processes, report writing, data analysis, willingness to work non-traditional hours and forging new partnerships to support persons living with HIV. Significant activities include preparing grant reports & other conditions of award, guiding and directing quality improvement initiatives, overseeing monitoring & evaluation activities, supervising additional staff, preparing budgets & workplans, providing support and guidance to a planning bodies and coordinating with federal, state and other partners to leverage resources to ensure persons living with HIV receive comprehensive medical care and supportive services.

## Qualifications

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

Ms. Chanthala is the only applicant.

Describe:

Minimum Qualification - from Job Announcement	Employee Qualification that Exceeds the Minimum	Details
<p>A Bachelor's degree* in Social Work; Public Health; Psychology; Psychiatric Nursing; Psychiatry; Mental Health Counseling; Rehabilitation Counseling; Psychological Counseling; Criminal Justice; Sociology; Applied Sociology; Human Services Counseling; Education with a concentration in Special Education; Family and Consumer Sciences; Family and Social Services; Guidance and Counseling; Human Development Counseling; Social Services Counseling; Vocational Rehabilitation; Human Services or a closely related field * Or A Master's degree* from an accredited college or university.</p>	<p>Master's in Public Health</p>	<p>Master of Public Health Tulane University School of Public Health and Tropical Medicine International New Orleans, Louisiana Chulalongkorn University- Center for Health Economics, Summer 2002; Bangkok of Oregon Major: International Studies (Public Health Focus), Minor: Business Administration &amp; Southern, Oregon</p>
<p>Six (6) of years management level experience in directing, planning and coordinating a large health program, five years of which must have been in HIV/AIDS services. Two years of this experience must have been in HIV/AIDS services at the supervisory level.</p>	<p>Candidate exceeds the minimum six years of management experience in directing public health program and HIV/AIDS services and experience in supervisory level.</p>	<p>• Director, City of New Orleans: Ryan White Services and Resources (February 2023 to present) • Qualan White Services and Resources (April 2006 to January 2017) • Interim Director &amp; Health Planner, New Orleans, Louisiana (February 2004 to April 2006) • New Orleans Campus Director, Shaolin Institute, Inc, January 2012</p>

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

Average rate of pay for program managers/directors in the health and medical settings far exceeds the minimum pay currently offered. According to Glassdoor and Indeed, the average salary for a public health director in the United States is \$92,852. The added value of the candidate's extensive experience in health and wellness and HIV program planning and implementation in both prevention and treatment, along with federal grants management would extend the expected salary well beyond the median.

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

Individual must collaborate and coordinate with stakeholders including federal partners and funders, state level, agencies and community based organizations and community members affected by HIV. Individual must be knowledgeable and have experience with topics in grants management, factors affecting linkage to care, maintenance in care of persons living with HIV (PLWH), including medical, social services, public health systems, mental health, medications, transportation and access to other supportive services such as housing and food. The candidate's graduate education in public health, extensive knowledge and experience in working in health and wellness and HIV prevention and treatment services makes her uniquely qualified to implement existing and new national initiative to end the HIV epidemic.

Are there other departmental employees in this classification with the same or equivalent qualifications:  Yes  No

Additional Documentation

Attachment 1:

Attachment 2:

Proposed Pay Rate

Rate Granted in Steps (maximum of 21):

21

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

5

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

Position is 100% grant funded.

Keeping Ms. Chanthala in the Health Department will help to continue the efficiency and effectiveness of the Ryan White progra

Appointing Authority Approval

Name: Jennifer Avegno

Date: 6/12/2023

Approval:  Approved  Denied

Comment:

Class & Pay Approval

Name: Ronika Stewart

Date: 7/12/2023

Approval:  Approved  Denied  Cancel

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

Civil Service Form: Extraordinary Qualifications