

**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:** Charlotte Parent  
**Appointing Authority Department:** Health Department  
**Appointing Authority Phone Number:** 504-658-2515  
**Appointing Authority E-mail:** cmparent@nola.gov

2016 NOV 19 12:30  
 RECEIVED  
 CIVIL SERVICE  
 DEPARTMENT

**EMPLOYEE INFORMATION**

**Name of Employee with Extraordinary Qualifications:** Detria Cain  
**Current Class** (if current employee): Healthy Start Case Manager **Proposed Class:** Health Project & Planning Senior Analyst  
**Is this a promotion or a new hire?** New Hire **What is the new job class?** C5510

**JOB POSTING & APPOINTMENT**

**Duration of job posting:** 4 weeks **How position was advertised:** nola.gov; facebook; worknola.com  
**Date of appointment:** 4/11/2016 **Type of appointment** (provisional, etc.): permanent/classified  
**Detailed position description:**  
 Highly responsible professional work performing specialized duties involving case management services for individuals and/or families who are pregnant or have a child under two years old; and related work as required.

**QUALIFICATIONS**

**How many applicants were on the eligible list? How many of them possessed this extraordinary qualification (described below)?** 9 candidates applied, Detria Cain possessed extraordinary qualifications for the position based on her 8+ years' experience in case management and programs.

**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.)
Bachelor's degree		
1 year experience	8+ years of case manager experience beyond the minimum requirement	Has extensive experience serving as a case manager providing services to clients in day programs.

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

This position requires a unique set of qualifications when providing services to clients. Ms. Cain has 8+years of experience in case management but also in conducting and developing training classes on life

skills and arranging medical appointments for clients, transportation, and facilitating care coordination. The extraordinary qualifications listed above are difficult to find especially at the minimum entrance rate.

2. **How are the duties of the position relevant to the advanced qualification?** The Healthy Start program is a federal grant initiative that requires critical care of its clients. Such as, conducting home visits, prenatal, postpartum, mental health, and newborn assessments. Ms. Cain has extensive experience in case management that is required.
3. **How will hiring this person at the rate specified below be a financial advantage to the City? Please provide an objective financial analysis.** Hiring above the minimum entrance rate will allow the Health Department to hire a well-qualified candidate that will stay in the position. Rehiring or hiring someone that is not well-qualified will require time and money that could be better used with the right candidate. With Ms. Cain's experience she will be able to step into the role and function without difficulty.
4. **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.** None

**Rate granted (in steps; % must be in increments of 011.25):** Requesting a rate of \$37,027.84  
(Grade 63, Step 11) <sup>12.5</sup>15% above base.

**Appointing Authority Signature:** \_\_\_\_\_

