

Extraordinary Qualifications - Civil Service Form #1049

Requester Information

Name: Corneisr-aBrown Date: 7/12/2017
Email: corbrown@njia.gov
Phone Number: 5C4-658-3522
Department: Civil Service

Employee Details

Employee Name: George Brown
Department: 220 - C-CO
Appointing Authority: Kimberly LaChue
Courtney Bagner's

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

Proposed Classification: INFORMATION TECHNOLOGY MANAGER

Current Classification: INFORMATION TECHNOLOGY SUPERVISOR

Job Posting and Appointment

Type of Appointment: Probationary Date of Appointment (if known): 7/10/2017
Duration of Job Posting: Position opened to application on 5/1/
Method(s) of Advertising?: City of New Orleans Job Portal (Naogor/

Detailed Position Description: Highly technical, specialized, and supervisory work in support of information technology systems for the Office of Homeland Security and Emergency Preparedness. Work includes independently performing consulting, designing, programming, installing, maintaining quality assurance, troubleshooting and/or technical support for applications, hardware and software products, databases, database management systems, support products, network infrastructure equipment or telecommunications infrastructure, software or hardware related to Homeland Security. Work includes the supervision of individuals engaged in the support of information technology systems, as well as, the coordination of projects such as conducting technical needs assessments, creating installation plans, analyzing and correcting malfunctions, serving as a system administrator and enhancing operating environments, and related work as required.

Qualifications

How many applicants were on the eligible list? How many possessed this qualification (described below)?

There were a total of 7 candidates on the eligible list. All candidates had some form of extraordinary qualifications. The candidate chosen has the best combination of subject matter expertise and technical and management experience in the IT systems and environment that the City and public safety agencies operate. He has designed or been involved in the implementation of public safety applications for each of Police, Fire, and EMS for the City of New Orleans, and is the only one that knows how to rapidly introduce these systems into the Real Time Crime Center.

Describe:	Minimum Qualification - from Job Announcement	Employee Qualification that Exceeds the Minimum	Details
	1) Bachelor's Degree 2) 4 years of experience 3) 2 years of supervisory experience	1) N/A 2) 10 years of experience 3) 5 years of supervisory experience	1) BS in Applied Computing & Systems Technology, Tulane University 2) Designed applications for NOPD, NOFI Assisted in massive financial savings for each of these agencies

Describe how similar qualifications are not readily available in the labor market at the minimum rate. Individuals with similar qualifications can be found, but they are in higher paying positions than what the minimum entrance rate offers. The combination of subject matter expertise and technical knowledge that is required of this position demands a higher rate of compensation.

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

This position will be responsible for managing and supporting all hardware and software applications to be deployed in the Real Time Crime Center as a part of the Mayor's Citywide Public Safety Initiative independent of the IT department. The technology includes direct data integrations to the CAD system of OPCD, GIS interfaces, integrations to multiple video management systems, license plate reader interfaces, LWIN radio network, SQL data integration, and multiple integrated software applications from each of the public safety agencies for the City of New Orleans. In addition, this position will be required to supervise at least two lower level IT specialists and serve as a project manager for ongoing technology installation and expansion. Hiring Mr. Brown into this position, with his vast technical knowledge of public safety agencies and the data that they produce in addition to his familiarity with City government would allow for a seamless transition into this major public safety undertaking that leverages technology to assist in fighting crime.

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

Additional Documentation

- Attachment 1:
- Attachment 2:
- Attachment 3:

Proposed Pay Rate

Rate Granted in Steps (maximum of 21): 17 Rate Granted as a Percentage (must be divisible by 1.25): 21.25

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

Hiring this position as a contractor would cost the City well over \$100K, depending on the contract.

Appointing Authority Approval

Name: Courtney Bagreiss

Date: 7/12/2017

Approval: Approved Denied

Comment:

Class & Pay Approval

Name: Samuel Sloute

Date: 7/24/2017

Approval: Approved Denied Cancel

Comment: Base step is 1. If employee starts at step 17, this would be a 20% increase above the minimum. (17-1 = 16 steps, 16 steps x 1.25% each = 20%).