Extraordinary Qualifications - Civil Service Form #1056

Requester Information

Name: BrianneHart   Date: 7/21/2017

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Phone Number: 504-658-3052

Department: NORDC

Employee Details

Employee Name: Pamela Kaercher

Department: 270 - Police   Appointing Authority:
Courtney Bagneris
John Thomas
Stephanie Landry
Derek Frick
Eric J Melancon
Josiah Morgan
John Salomone

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

Proposed Classification: CRIME ANALYST III

Job Posting and Appointment

Type of Appointment: Probationary   Date of Appointment (if known): 7/22/2017

Duration of Job Posting: Continous

Method(s) of Advertising?: Civil Service/NeoGov

Detailed Position Description: Under general direction of the Assistant Superintendent of Police, and the Director of Analytics, this position serves as a senior Crime Analyst for NOPD. The Analyst conducts professional, specialized, and advanced administrative and technical work utilizing a variety of research methods and techniques to identify and analyze raw information for the purpose of substantiating criminal patterns and/or trends and predictive analysis. Work includes correlating, integrating, and evaluating varying types of information from investigative activities for the purpose of generating investigative leads, and prepares reports to document investigative activities and summarize findings. The position will also support the development and management of internal management data products as well as ad-hoc data analysis and related work as directed. Incumbents will disseminate and communicate these findings to NOPD Command-Staff as well as supervisors and officers; and related work as required.

Qualifications

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

5 were on the eligible list. 3 possessed a Ph.D. level of education and more than 4 years of relevant experience. Two of these three applicants were given consideration for the position, but did not pass the background investigation

Describe:

Minimum Qualification - from Job Anouncement	Employee Qualification that Exceeds the Minimum	Details
A Master's Degree from an accredited college or university in a field requiring quantitative and/or qualitative research including science, social science, economics, public administration, information technology, or other research-oriented disciplines.	A Doctorate Degree from an accredited college or university in a field requiring quantitative and/or qualitative research including science, social science, economics, public administration, information technology, or other research-oriented disciplines.	Ms. Kaercher received her PhD from University of California – Berkley in 2014.
Four (4) years of professional experience conducting research and/or evaluations including quantitative and/or qualitative data collection and analysis; producing written reports that include conclusions drawn from the analyses and/or evidence compiled.	Nine (9) years of professional experience conducting research and/or evaluations including quantitative and/or qualitative data collection and analysis; producing written reports that include conclusions drawn from the analyses and/or evidence compiled; also has relevant experience in computer programming languages (Python, MatLab).	Work performed as a post- Doctoral researcher for the University of Liverpool Conducting scientific research – S at Univ. of California – Berkley Instructor – Analytics consultant for Accenture maintaining statistical reports.

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

Among the applicants for the Crime Analysis III position, only a small number had the requisite level of experience to make the register, and fewer had the Ph.D. level experience or work experience in a related field. Experienced business analyst or quantitative analysts in the current market with similar educational qualifications have annual salaries that range between $80,000 - $100,000 based on data collected by glassdoor.com.

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

The position requires extensive experience conducting quantitative and/or qualitative data collection and analysis, and producing written reports that include conclusions drawn from data analysis. All of these duties have been performed by Ms. Kaercher in the past.

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

List the other departmental employees in this classification with the same or equivalent qualifications (an Extraordinary Qualifications form should be submitted for each):

Employee Name	Date of Hire/Current Salary	Minimum Qualification - from Job Anouncement	Employee Qualification that Exceeds the Minimum	Details
Sara Johnson	06/11/2017	A Master's Degree from an accredited college or university in a field requiring quantitative and/or qualitative research including science, social science, economics, public administration, information technology, or other research-oriented disciplines.	A Doctorate Degree from an accredited college or university in a field requiring quantitative and/or qualitative research including science, social science, economics, public administration, information technology, or other research-oriented disciplines	Ms. Johnson received her PhD from Duquesne Uni
		Four (4) years of professional experience conducting research and/or evaluations including quantitative and/or qualitative data collection and analysis; producing written reports that include conclusions drawn from the analyses and/or evidence compiled.	Seven (7) years of professional experience conducting research and/or evaluations including quantitative and/or qualitative data collection and analysis; producing written reports that include conclusions drawn from the analyses and/or evidence compiled.	Work performed in the Forensic Chemistry lab and quesne University demonstrates specific, relevant me scene analysis

Additional Documentation

Attachment 1:

Attachment 2:

Attachment 3:

Proposed Pay Rate

Rate Granted in Steps (maximum of 21):   12   Rate Granted as a Percentage (must be divisible by 1.25):   12.5

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

Hiring this candidate at the proposed rate of $75,170.11 (Grade 91 / Step 12) would cost the City an additional $11,341.22 in salary and fringes costs above the minimum rate of pay of $66,388. Given her years of research experience and the technical skills she already possesses that will be directly applicable to her position (experience in programming languages), and her higher educational qualifications, Ms. Kaercher will be expected to perform at a higher level of work efficiency, resulting in less time required for training, more efficient results, and more effective conclusions. Given that Ms. Kaercher already possesses a Ph.D. level of education, NOPD will not have to provide as much training for her to ensure that her work will be defendable and conclusive before it is submitted to our field operations bureau and investigations and support bureau for use in analyzing crime trends. This will save additional labor hours beyond that which would have been expected from an analyst with only a Master's degree and the minimum level of work experience for this position. It is estimated that her entry into the department will mitigate the use of at least 250 hours of officer overtime per year related to pursing failed or unproductive leads. That represents a total estimated cost of $13,550.50 in salary and fringe costs per year. It would be a financial advantage for the City to hire the applicant at 10 steps above the minimum, because it would result in a net savings of $2,209.28 to the City.

Appointing Authority Approval

Name: Josiah Morgan

Date: 7/21/2017

Approval: ● Approved   ○ Denied

Comment: Approved per Superintendent Harrison

Class & Pay Approval

Name: Teyoko Poche

Date: 7/21/2017

Approval: ○ Approved   ● Denied   ○ Cancel

Comment: