

Extraordinary Qualifications - Civil Service Form #3095

Requester Information

Name: JovanWalker Date: 5/17/2023

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Phone Number: 504-658-3236

Department: Personnel and Training Office

Employee Details

Employee Name: William Kraus

Department: 620 - Parkway & Park Commission

Appointing Authority: Michael Katzev

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

Proposed Classification: LANDSCAPE ARCHITECT

Job Posting and Appointment

Type of Appointment: Probationary Date of Appointment (if known): 5/8/2023

Duration of Job Posting: More than 5 months

Method(s) of Advertising?: The position was posted to nola.gov for over two months and posted on external sites for over 5 months.

Detailed Position Description:

Landscape architecture, stormwater management, capital improvements, and other greenspace enhancement work of a professional nature in connection with the improvement of public green spaces.

Responsibilities include coordination with Federal, state, regional, and municipal agencies, boards, authorities, and departments, as well as with major and minor developments of major commercial and residential properties to ensure environmental harmony with public grounds, stormwater management, and code requirements.

Work involves the creation of complex designs for landscape, greenspace enhancement, stormwater management, and land use projects.

Work additionally involves the responsibility for coordination and program facilitation with educational programs, community groups, non-profits, neighborhood associations, and other local-based organizations.

The Landscape Architect represents the City of New Orleans and Department of Parks and Parkways on boards, commissions, committees, and other regulatory bodies as necessary to support departmental responsibilities and obligations. This work includes development of policies and the development of new programs, forms, and other means of communication to provide technical data.

Qualifications

How many applicants were on the eligible list? After reviewing the register, how many possessed the extraordinary qualification(s) described below? There is 1 other applicant on the eligible list with the experience needed to perform the duties of this position.

Describe:	Minimum Qualification - from Job Announcement	Employee Qualification that Exceeds the Minimum	Details
	A bachelor's or master's Degree from an accredited college or university in Landscape Architecture.	Bachelor's Degree-Theatre-LSU/Dec. 2001 Master of Fine Arts-Theatre-California Institute of the Arts. /May. 2005 Master of Landscape Architecture-LSU/May. 2018	
	A current license to practice landscape architecture issued by the Louisiana Horticulture Commission (out-of-state license holders will be required to obtain reciprocity from the State of Louisiana prior to the end of the probationary period as a condition of hire).*	Pennsylvania-Architect License	

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

This is a landscape architect's market. There are only 64 licensed landscape architects in number of licensed landscape architects in the remaining parishes are even smaller. The listed on Indeed.com, three of which offer starting salaries greater than \$80,000. Although on nola.gov and posted on external sites for over 5 months, this is the first application in state-wide and nationally on multiple platforms including Indeed, the American Society of Chapter ASLA.

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

Mr. Kraus was born and raised in New Orleans. He has demonstrated an extraordinary equity of the people of New Orleans. He holds a master's degree in landscape architecture award in 2018 for his project work which focused on increasing the coastal resiliency of a technician for Baton Rouge Green aligns perfectly with Parkways' mission to enhance an expansion of our technical database. He interned with Anchorage Parks, and has worked Prior to earning his master's degree in landscape architecture, he spent three years teaching Orleans East. As the City of New Orleans continues to build upon our momentum as a retaining staff that is educated and passionate about our community and our environment is in the midst of many important initiatives oriented around technology modernization, & Partners' Master Plan, Reforestation Masterplan, updating our tree inventory and ensuring equitably distributed and implemented. Mr. Kraus holds not only the qualifications to perform demonstrated that he has the passion and commitment to perform them at the highest level.

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): 21

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

25%

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

The ongoing unfilled Landscape Architect position is placing The projects include lime-sensitive grants and allocations for over \$3.4M. We investigated the option of securing a landscape do so would exceed over \$120K to complete only a small portion. City must fill this position quickly or risk losing funding, or risk

Appointing Authority Approval

Name: Michael Karam

Date: 5/17/2023

Approval: Approved Denied

Comment:

Class & Pay Approval

Name: Matthew Downey

Date: 5/25/2023

Approval: Approved Denied Cancel

Comment: Civil Service does not have any objections at this time to your hire above minimum request for William Kraus.