

**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: Sewerage and Water Board of New Orleans

Appointing Authority Department: Engineering Division

Appointing Authority Phone Number: 504-865-0410

Appointing Authority E-mail: rspooner@swbno.org

EMPLOYEE INFORMATION

Name of Employee with Extraordinary Qualifications: Nader Jaber

Current Class (if current employee): _____ **Proposed Class:** C4029

Is this a promotion or a new hire? New Hire **What is the new job class?** C4029

JOB POSTING & APPOINTMENT

Duration of job posting: 9/24/2021 to present **How position was advertised:** City website

Date of appointment: _____ **Type of appointment** (provisional, etc.): Probationary

Detailed position description: The Senior Engineer Division Manager (SEDM) manages the Division of Engineering and provides engineering expertise management for the General Superintendent's Office. The Engineering Division consists of the Civil, Mechanical, Electrical, Network Engineering and Construction Administration/Inspection Departments. The SEDM is responsible for the professional, administrative, supervisory and technical work directing all activities within the Division of Engineering. Establishes policy for Engineering and provides routine coordination and direction to department supervisors to ensure that operational goals are achieved. Responsible for the overall day to day activities associated with management of all departments, planning, designing, permitting and engineering of complex programs and projects performed by staff engineers and design consultants.

QUALIFICATIONS

1. How many applicants were on the eligible list? 4 How many of them possessed this extraordinary qualification (described below)? 1/1

2. 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.)
1) Nine years of engineering experience as a professional Engineer	22 years 6 months of engineering experience as a professional Engineer	1) Civil Engineer II, City of Milwaukee, 9/1999 to 1/2001 2) Civil Engineer III, City of Milwaukee, 2/2001 to 5/2004 3) Stormwater Engineer Mgr, City of Milwaukee, 6/2004 to 7/2016

		4) Engineer in Charge, City of Milwaukee, 8/2016 to 3/2022
2) Four years experience inclusive of supervisory responsibilities	18 years experience at the supervisory level.	12 years of supervisory experience as Stormwater Engineer Manager and 6 years as Engineer in Charge, Environmental Engineering Section, City of Milwaukee
3) Five years of engineering experience in the area of sewer, water and drainage infrastructure systems	Total of 37 years on engineering experience in the three major infrastructure systems	1) 32 years in the Environmental Engineer Section, City of Milwaukee 2) 5 years in the Research Planning Dept, Ports Public Authority, Kuwait
4) Registration as a professional engineer in Louisiana. Out-of-state are acceptable. However, any applicant who is not an applicant as professional engineer in Louisiana must, if hired, show proof of suh registration during his or her probationary period. No person may receive permanent status until this requirement has been met, and no probationary period may extend longer than one year.	Nader Jaber is currently a licensed professional engineer in the State of Wisconsin.	Wisconsin Department of Safety and Professional Services; License # 33664; Expiration Date 07/31/2022

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

Qualifications of an extensive amount of engineering experience within the area of sewer, water and drainage infrastructure systems are not readily available for a person with four years of experience. In addition, a person with over 18 years of supervisory engineering and decision making experience including a total of 37+ years' experience will likely not to accept position at the minimum entrance level. One with these qualifications likely will be making considerably more than the minimum.

4. How are the duties of the position relevant to the advanced qualification?

In addition to managing the Engineering Division, the experience of this candidate will allow them to represent the SWBNO's General Superintendent Office at various governmental and community meetings on matters related to the engineering activities associated with the numerous SWBNO critical facilities.

5. How will hiring this person at the rate specified below be a financial advantage to the City? Please provide an objective financial analysis.

Hiring this individual at the rate specified below would be financial advantage to the SWBNO because the cost of private engineering consultant with the same amount of engineering experience is 76% higher than minimum pay. This individual will be able to perform functions presently being performed by engineering consultants.

6. 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. NA

Rate granted (in steps; % must be in increments of 1.25): Step 21 – Midpoint (\$119,031.35)

Appointing Authority Signature: _____

Melissa R. Jones

**I have signed 4/10/22*