

Extraordinary Qualifications - Civil Service Form #2214

Requester Information

Name: BejideLegania Date: 3/1/2020
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Phone Number: 504-658-7633
Department: ITI

Employee Details

Employee Name: Anthony Tucker Jr.
Department: 220 - CAO
Appointing Authority: Courtney Bagners

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

Proposed Classification: INFORMATION TECHNOLOGY SUPERVISOR

Job Posting and Appointment

Type of Appointment: Probationary Date of Appointment (if known):

Duration of Job Posting: Continuous

Method(s) of Advertising?: Civil Service

Detailed Position Description: Highly responsible technical and supervisory work of a specialized nature developing, implementing, monitoring and directing enterprise security strategies for the City of New Orleans. Work includes establishing and amending security policies that protect network, systems, and data environments. Work also includes:
- Presenting reports on security performance at the engineering, manager, and executive levels.
- Supporting reporting mechanisms to capture information on the current status of the environment.
- Standardizing all incident identification, tracking, and reporting procedures.
- Investigating and recommending methods and techniques for obtaining solutions.
- Providing managerial and technical guidance for all security projects in complex networked environments.

Qualifications

How many applicants were on the eligible list? After reviewing the register, how many possessed the extraordinary qualification(s) described below?:

Three people were on the eligible list. Only one candidate possessed the extraordinary qualifications listed below.

Describe:	Minimum Qualification - from Job Announcement	Employee Qualification that Exceeds the Minimum	Details
	Bachelor's Degree in computer science, Computer Information Systems (CIS), Geographic Information Systems (GIS), engineering, telecommunications or a closely related field from an accredited college or university	Bachelor's in computer science, Associate's in Information Systems Technology, and multiple certifications related to cyber security	CERTIFICATIONS (ISC) ² CISSP, ITIL v3 Foundations, CompTIA Security+, CompTIA Network+ IBM Security QIGe, IBM Certified Analyst – i2 Analyst Notebook MILITARY AND INDUSTRY TRAINING IBM Security QRadar SI ² Official CISSP Certification Boot Camp, 40 hours; ISA Cybersecurity Training, 40 hours; USAF Undergraduate Courses; USAF Cyber Operations Fundamentals Course, 44 hours; USAF Airman Leadership School In-Residence, n Systems Security Manager (ISSM), 80 hours; ANG Theater Deployable Communications (TDC) Network Contr-D), 120 hours; USAF Just-In-Time Security+ Course, 56 hours; ITIL Foundations Training, 24 hours; Cisco Sect (ACS) 5.2 Training, 40 hours; NetApp Certified Storage Associate (NCSA) Training, 30 hours; Cisco Certified Networking, 100 hours; ANG TDC Data Network Communications Course, 120 hours; USAF Communications-Compute hours
	Five (5) years of progressively responsible experience in an information technology environment.	Mr. Tucker has over 10 years of experience in cyber security.	03/16 – 01/20 Cyberspace Engineering Officer 3/18 – 07/19 Information Systems Security Officer 08/11 – 06/14 9/14 – 03/16 IT Security Risk Specialist 01/14 – 09/14 Information Security Engineer 03/12 – 01/14 Data Security Cyber Systems Operations Specialist, LANG

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

In North America, the average salary for security-certified individuals is \$119,742 -- <https://www.globalknowledge.com/us-en/resources/resource-library/articles/why-is-ccisp-a-top-paying-it-certification/>.

Even at the maximum hire rate, the salary of a City IT Supervisor-Security is 32% less than the average for a certified security specialist. Even as Mr. Tucker is ranked at the top of the hiring band, we would be hard-pressed to find someone as qualified and willing to work at the entrance salary.

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

Every duty listed in the job description is related to the advanced qualifications of Mr. Tucker. He is a seasoned and educated cyber security professional and in the wake of the recent cyber attack on the City, his advanced qualifications are most immediately needed to continue the recovery and build a resilient cyber security program.

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

How will hiring this person at the rate specified be a financial advantage to the City? (Please provide an objective financial analysis):
Cyber security professionals and those at the supervisory level are extremely well paid in the market. We know we need this position to ensure we are not exposing ourselves to the same level of risk as before the cyber attack. Hiring a contractor with Mr. Tucker's qualifications through one of the City's staff augmentation contracts at an hourly rate of \$101.50 would cost the City \$211,120 annually. Hiring Mr. Tucker produces a substantial savings of at least 35% more than with this hire.

Appointing Authority Approval

Name: Kimberly LaGrue

Date: 3/1/2020

Approval: Approved Denied

Comment:

Class & Pay Approval

Name: Sharon McDaniel

Date: 3/9/2020

Approval: Approved Denied Cancel

Comment: This request has been reviewed and approved.