

Extraordinary Qualifications - Civil Service Form #2929

Requester Information

Name: SineadDaniell Date: 10/12/2022

Email: scdaniell@nola.gov

Phone Number: 504-658-7625

Department: Information Systems Management

Employee Details

Employee Name:

Department:

Appointing Authority:

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

Proposed Classification:

Current Classification:

Job Posting and Appointment

Type of Appointment:

Date of Appointment (if known):

Duration of Job Posting:

Method(s) of Advertising?:

Detailed Position Description:

Qualifications

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

Describe:	Minimum Qualification - from Job Announcement	Employee Qualification that Exceeds the Minimum	Details
Education		Master's Degree	Ms. Kuemmel possesses a master
Experience		12 years	Ms. Kuemmel has 12 years of expe
Certifications/ Trainings		Two Certifications	Ms. Kuemmel possesses two direc

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

The rate for a GIS IT professional at this level or similar title would cost the City \$205,19. It is important that the City maintain functionality and stability and hire someone in this position, both basic hiring for tech positions and retention of those skilled employees.

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

The advanced qualifications are directly related to the duties of the position. Ms. Kuemmel is an expert. She has done GIS work for the City for 12 years. This direct experience makes her an extraordinarily qualified member of the City's IT organization.

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):

15

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

GIS Server Administrators and similar titles in the private sector. Ms. Kuemmel to maintain the uninterrupted functionality of the City's IT system. Her 12 years of IT experience within the city means that losing her services through one of the City's staffing contracts at the annual salary of \$81,999 presents a considerable saving.

Appointing Authority Approval

Name: Kimberly Walker-Laguer

Date: 10/24/2022

Approval: Approved Denied

Comment:

Class & Pay Approval

Name: Tia Harrison

Date: 11/3/2022

Approval: Approved Denied Cancel

Comment: