

### Extraordinary Qualifications - Civil Service Form #1141

#### Requester Information

Name: BrianneHart      Date: 11/10/2017  
Email: bchart@nola.gov  
Phone Number: 504-658-5404  
Department: NOPD

#### Employee Details

Employee Name: Don Kinney  
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: WELDER      Current Classification: PLANNER & ESTIMATOR

#### Job Posting and Appointment

Type of Appointment: Probationary      Date of Appointment (if known): 10/15/2017  
Duration of Job Posting: Continous  
Method(s) of Advertising?: Civil Service/NeoGov  
Detailed Position Description: Skilled welding work of the journeyman level in welding, brazing, heating and cutting metals, using acetylene and electric arc welding equipment; and related work as required

#### Qualifications

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

67 applicants were on the eligible list N/A

Describe:	Minimum Qualification - from Job Announcement	Employee Qualification that Exceeds the Minimum	Details
	Two (2) years of full-time experience as a welder, or apprentice welder. Applicants must submit details regarding their past work experience to Civil Service at the time of application. Applicants must submit names and addresses of previous employers, dates employed, and give a clear description of the duties and types of work performed.	Applicant possesses over 25 years of welding experience	New Orleans Police Department

Describe how similar qualifications are not readily available in the labor market at the minimum rate: A review of candidates on the eligible list determined that Mr. Kinney is the only applicant who has experience with NOPD capital projects welding experience

How are the duties of the position relevant to the advanced qualification?: Mr. Kinney's years of experience with welding has ensured that NOPD Capital Projects have been completed in a timely manner and that all projects have remained under or within the assigned budget allotment.

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): 9.14

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):

Mr. Kinney's advanced Welding skill demonstrates an immediate financial advantage for the city. Without Mr. Kinney's knowledge the department would be required to hire contractors to perform all capital projects which would significantly impact the department's operating budget. Also, Mr. Kinney's advanced welding skills allows for repair and maintenance to be completed in lieu of outsourcing. The base salary for a Welder position is \$31, 899.00, because Mr. Kinney has more than 25 years of Welding experience he has been offered \$35, 232.

Appointing Authority Approval

Name: Josiah Morgan

Date: 11/10/2017

Approval:  Approved  Denied

Comment: Only applicant with experience with NOPD Capital Projects