

Extraordinary Qualifications - Civil Service Form #1177

Requester Information

Name: CorneishaBrown Date: 1/3/2018
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Department: Civil Service

Employee Details

Employee Name: Adam M Brickeen
Department: 210 - Mayor ☐
Appointing Authority: Aaron Miller
Judy Reese-Morse
Katie Dignan

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

Proposed Classification: INFORMATION TECHNOLOGY SPECIALIST III ☐

Current Classification: EMERGENCY MEDICAL COORDINATOR ASSISTANT ☐

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 administrative work in support of information systems in an assigned area of responsibility independently performing consulting, designing, programming, installing, maintaining quality assurance, troubleshooting and or technical support for applications, hardware and software products, databases, database management system, support products, network infrastructure equipment or telecommunications infrastructure, software or hardware. Specialized nature in the maintenance, support, and administration of local, wide area and wireless networks. Also focused on the development, maintenance and optimization of wireless (includes but not limited to microwave and WiFi) and data networks. Work includes coordinating projects such as conducting technical needs assessments, creating installation plans, analyzing and correcting network malfunctions, serving as system administrator and enhancing operating environments; and related work as required.

The specific job duties of the IT Specialist III assigned to the Real Time Crime Center are as follows:

- 1) Act as the COML/COMT for Orleans Parish as well as Region 1 for the State of Louisiana (LWIN) System and serve as proxy to the regional Chair.
- 2) Ensure electric security systems, wireless, and network needs are functioning to maintain the security of the facility.
- 3) Participate in the testing, installation, troubleshooting, and problem resolution of the RTCC systems (specifically for network and radio infrastructure needs)

Qualifications

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

67 Many of the candidates had some form of extraordinary qualifications. The candidate chosen has demonstrated a mastery of the skills needed for both Orleans Parish and the Region 1 area of Louisiana as far as the radio system needs. Additionally, his knowledge in Cyber Security as well as ability to perform the medical needs relative to tower rescue climbs, a specific job duty performed by the RTCC staff (IT Specialist II on staff is the current tower climber).

Describe	Minimum Qualification - from Job Announcement	Employee Qualification that Exceeds the Minimum	Details
	1) 6 years of relevant experience	1) 10+ years of experience 2) Tower Climb Rescue Medic 3) Certified Electronics Technician 4) Motorola APX RM Certified 5) COM U/COMT (See Below)	1) City of New Orleans, St. Tammany Parish 2) Safety Connection of Louisiana 3) ETA International 4) Motorola

Describe how similar qualifications are not readily available in the labor market at the minimum rate: Individuals with similar qualifications can be found, but they are in higher paying positions than what the minimum entrance rate offers. The combination of subject matter expertise and technical knowledge that is required of this position demands a higher rate of compensation.

How are the duties of the position relevant to the advanced qualification?: This candidate will perform the necessary required function of building, maintaining and growing the cyber security threat analysis and detection system for the City of New Orleans as well as work with Federal, State, and local partners. Additionally, the candidate will troubleshoot and support the P25 radio system that is part of the LWIN system. The candidate has 10 years of experience in this type of network system and has worked on them in many capacities for multiple years. Additionally, because of his EMS experience and tower climb paramedic he can directly support our on-hand technician who performs tower climbs. He also is certified by the major provider (Motorola) for the LWIN system as well as through ETA international. The candidate has the advanced requirements taught by FEMA for both a Communications Leader (COML) as well as Communications Technician (COMT) which are certifications that no one on the current register holds, and the candidate is one of 4 COML in Region 1 (Orleans, Jefferson, Plaquemines, St. Bernard) and one of two COMT in Region 1.

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):

Hiring this position as a contractor (or multiple contractors) would cost the City well over \$100K, depending on the contract and likely would be staffed by at least two people, as very few others contain the cross agency training and skills the candidate has shown.

Appointing Authority Approval

Name: Aaron Miller

Date: 1/4/2018

Approval: ☒ Approved ☐ Denied

Comment:

Class & Pay Approval

Name: Samuel Sloute

Date: 1/12/2018

Approval: ☒ Approved ☐ Denied ☐ Cancel

Comment: