

**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: _____ **Dr. Meg Marino** _____
Appointing Authority Department: _____ **Health / EMS** _____
Appointing Authority Phone Number: _____ **504-658-2650** _____
Appointing Authority E-mail: _____ **meg.marino@nola.gov** _____

EMPLOYEE INFORMATION

Name of Employee with Extraordinary Qualifications: _____ **Emily G. Reilly** _____
Current Class (if current employee): **N/A** **Proposed Class: C6034**
Is this a promotion or a new hire? **New Hire**
What is the new job class? **Social Services Worker, Senior**

JOB POSTING & APPOINTMENT

Duration of job posting: **N/A** **How position was advertised:** **Civil Service**
Date of appointment: **November 13, 2022** **Type of appointment (provisional, etc.):** **New Hire**
Detailed position description: **EMS Mental Health Coordinator**

QUALIFICATIONS

1. **How many applicants were on the eligible list? How many of them possessed this extraordinary qualification (described below)?** **34 Unknown**
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) Master's Degree	Candidate has 2 Master's Degrees – 1 – Clinical Psychology 2 – Mental Health Counseling	University of Central Florida and Texas Christian University.
2) Bachelor's Degree	Psychology/Neuroscience	Ohio State University
3)		

3. **Description of how similar qualifications are not readily available in the labor market at minimum entrance rate:** **See Below**
4. **How are the duties of the position relevant to the advanced qualification?**

Candidate has received a master's degree in Mental Health Counseling (2021) and a master's degree in Clinical Psychology (2018) along with a bachelor's degree in Psychology/Neuroscience (2011). Duties will include, but not limited to, immediate counseling to employees of New Orleans EMS to assist in the processing of the trauma received from a call for service or calls for service. (Everyone processes trauma differently.)

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

New Orleans EMS Employees are called to render aid to the visitors and citizens of New Orleans in their time of need. Often employees see, touch, do things during their course of treatment, no human should ever see. Quite often leaving a lasting mark on our employees that is carried throughout their lifetime. It is very difficult to find someone who truly understands the role of the First Responder and can quickly aid in the recovery of our employees.

Often, if an employee feels the need to reach out for help, it can take 4-8 weeks to receive an appointment. Then it is a risk if the therapist truly understands the EMS role. Most often these appointments cost our employees \$100-\$150 out of pocket. On occasion the therapist has instructed our employees to quit their job because of what we see and do. If a Mental Health Coordinator would be available when an employee feels this need for assistance, this would aid in a quicker recovery process and less chance for problems down the road, such as burnout and/or resignation.

Because of the critical need for this new position, a Paramedic Position was traded for this position based on the inhouse need of care for all EMS Employees. The beginning Paramedic pay is \$52,431. The EMS Mental Health Coordinator is requesting a \$47,471 annual salary. This would not adversely affect our budget. This will result in a \$4,960 savings to the EMS Budget.

New Orleans EMS believes Emily Reilly to have distinguishable experience in the EMS Field which will be an asset to New Orleans EMS members. Ms. Reilly has previous experience with trauma-focused cognitive behavioral therapy, cognitive processing behavioral interventions to include PTSD, anxiety, and substance abuse to name a few.

Ms. Reilly is also well versed in Trauma Management Therapy (TMT) from 2014 – 2018. This is a comprehensive psychotherapy treatment for PTSD and related symptoms. Previous experience in this field with first responders and military personnel. Experience in this field included First Responder from the horrific Pulse Night Club Massacre.

Ms. Reilly co-developed the REACT program from 2015 - 2018. This program is aimed to train first responders to recognize symptoms of stress injury in themselves with appropriate interventions. This program experience included Orange County Fire Department and surrounding counties.

Ms. Reilly recently attended a three-day conference relative to Trauma and Addiction. These are two topics very important to EMS.

Based on previous experience, Ms. Reilly has the knowledge to understand what a member of New Orleans EMS experiences on a daily basis, often several times a day and she will lead the way to foster a mechanism of recovery for all members of New Orleans EMS.

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.

This would be the first employee in this role. This is a very important role for members of New Orleans EMS to be able to pick up the phone or call on the radio for immediate availability of someone to talk to and share what was just seen and to begin the process of healing. Often, assistance is needed outside the Monday – Friday 9-5 working hours. The heaviest thing a First Responder every picked up is a phone to ask for help. When they ask for help, someone who understands must be there to answer the phone. This addition to New Orleans EMS will prevent, or at least lessen, future PTSD for the members of New Orleans EMS.

Rate granted (in steps; % must be in increments of 1.25): Step 2.1

Appointing Authority Signature: MO