

Extraordinary Qualifications - Civil Service Form #2961

Requester Information

Name: SineadDaniell Date: 12/4/2022
Email: scdaniell@nola.gov
Phone Number: 504-658-7625
Department: Information Systems Management

Employee Details

Employee Name: Gerry Hart
Department: 220 - CAO
Appointing Authority: Christina Hamilton
Katherine LaGrone
Is this a promotion or a new hire?: New Hire (Hired Above Minimum) Promotion (Qualified Above Minimum)
Proposed Classification: INFORMATION TECHNOLOGY SPECIALIST III

Job Posting and Appointment

Type of Appointment: Probationary Date of Appointment (if known): 12/11/2022
Duration of Job Posting: More than 30 days
Method(s) of Advertising?: <https://www.governmentjobs.com/>, job fairs, postings
Detailed Position Description: Highly responsible technical work of a specialized nature supporting, developing and maintaining the City of New Orleans' Enterprise software applications. This individual is responsible for the support, ITIL based administration and IT coordination associated with key applications or groups of applications. Work also includes:
• Serve as a liaison between City departments, ITI and vendors; providing technical support, facilitating problem resolution, receiving complaints and administering application(s).
• Understand, document, and keep an up-to-date Service Plan for all applications in portfolio.
• Design, recommend, and monitor tiered back-up solutions and disaster recovery plans for assigned applications. Work with the technical groups in ITI to implement proposed back-up schedule and disaster recovery plan.
• Coordinate with the Business Application Owner for maintenance periods and support before updating or making significant changes to the database or application architecture.

Qualifications

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

Two applicants were on the list. Only Mr. Hart possesses extraordinary qualifications.

Describe:

Minimum Qualification - from Job Announcement	Employee Qualification that Exceeds the Minimum	Details
Education	Master's Degree	Mr. Hart has a related Master's degree.
Experience	24 years	Mr. Hart has 24 years of directly related experience.
Certifications	Three certifications	Mr. Hart has three directly related certifications that would make him an asset to the City.

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

The rate for an EAM IT professional at this level or similar title would cost the City \$205,192. While a comprehensive pay study is in the works, it is important that the City maintain functionality and stability and hire someone in this position at a competitive rate. This is important to both basic hiring for tech positions and retention of those skilled employees.

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

Mr. Hart has 24 years of directly related experience, a Master's degree in computer science, and three related certifications. All of his qualifications exceed the minimum qualifications of the position by far and he would be an incredible asset to the IT department and the City.

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):

Enterprise Application Managers and similar titles in the private sector are paid above the rate that we are requesting for Mr. Hart. His four years of IT experience as well as each of his other qualifications make him an extremely valuable candidate. Hiring a contractor with Mr. Hart's qualifications through one of the City's staffing contracts at an hourly rate of \$98.50 per hour costs \$205,192 annually. Hiring Mr. Hart at the annual salary of \$72,420 presents a considerable savings to the City of New Orleans of \$132,772.

Appointing Authority Approval

Name: Kimberly Walker-Laguer

Date: 12/5/2022

Approval: Approved Denied

Comment:

Class & Pay Approval

Name: Tia Harrison

Date: 12/7/2022

Approval: Approved Denied Cancel

Comment: Civil Service does not have any objections to this request at this time.