

Extraordinary Qualifications - Civil Service Form #3005

Requester Information

Name: SharonMcDaniel Date: 1/24/2023
Email: Sharon.McDaniel@nola.gov
Phone Number: 504-658-4738
Department: Fire Administration

Employee Details

Employee Name: Shannon DeLavallade
Department: 250 - Fire Appointing Authority: Rouzen Nelson
Elbert Thomas ,Jr.
Is this a promotion or a new hire?: New Hire (Hired Above Minimum) Promotion (Qualified Above Minimum)
Proposed Classification: SOCIAL SERVICES WORKER SENIOR

Job Posting and Appointment

Type of Appointment: Probationary Date of Appointment (if known): 1/29/2023
Duration of Job Posting: 2/6/22
Method(s) of Advertising?: nola.gov & Government Jobs
Detailed Position Description: The incumbent in this position will provide real time mental health support and services for NOFD personnel. They will provide in-person counseling and referrals to mental health professionals as warranted, coordinate and provide support for the Department's Peer Support Team and conduct group debriefings after major incidents, and develop and manage a comprehensive mental health support program. They will also develop policy and protocols and build a network of community mental health and substance abuse care providers.

Qualifications

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

There were several people on the eligible list but we received either no answer or declinations of our requests for interviews. We did interview one other candidate but she took another job offer within the City.

Describe:	Minimum Qualification - from Job Announcement	Employee Qualification that Exceeds the Minimum	Details
	<p>A Master's Degree in Social Work, Social Welfare, Sociology, Counseling, Psychology, Education, Human Development and Family Studies or a related field for an accredited college or university.* OR: A Bachelor's Degree in Social Work, Social Welfare, Sociology, Counseling, Psychology, Education, Human Development and Family Studies or a related field for an accredited college or university.* Two (2) years of experience providing social services. A Master's Degree is preferred.</p>	<p>Master's Degree + 10 years relevant experience.</p>	<p>Not only does Ms. Delavallade have the minimum qualifications of 1) A Bachelor's Degree in Social Work, Psychology, Education, Human Development and Family Studies or a related field from an accredited college or university providing social services. She has a Master's Degree with 10 years of case management experience for adolescents and adults with her most current experience within the CNO's Cure Violence Program.</p>

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

Due to the level of experience set with the minimum qualifications of this posting and the few candidates referred, it is clear that there are not many qualified individuals available in the labor market for the field of mental healthcare provider for public safety; in fact Ms. DeLavallade exceeds the minimum qualifications. Her existing Cure Violence expertise and her background in Social Work and CNO operations will allow her to support our efforts with establishing effective and efficient Mental Health resources for the Fire Department.

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

This position will serve as a primary, non-commissioned Mental Health provider for the Fire Department, which will play an intricate role in developing policy and interacting with key stakeholders regarding mental health within the Public Safety sector. The candidate's advanced qualifications of 10 years working in a social worker field within both private & governmental entities makes her extremely qualified and well-suited for this position.

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):

Hiring a candidate such as Ms. DeLavallade will provide more robust inhouse critical response mental health services for the NOFD members. Having someone with her experience in this position will enhance NOFD mental health services. For example, Ms. T will perform Social Work and critical response to NOFD members as well as aid in resource management for members who part services.

Appointing Authority Approval

Name: Roman Nelson

Date: 1/24/2023

Approval: Approved Denied

Comment:

Class & Pay Approval

Name: Matthew Downey

Date: 2/2/2023

Approval: Approved Denied Cancel

Comment:

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