

Extraordinary Qualifications - Civil Service Form #1034

Requester Information

Name: JovanBell Date: 7/4/2017
Email: JDBell@nola.gov
Phone Number: 504-658-2528
Department: Health Department

Employee Details

Employee Name: Danielle Johnson
Department: 360 - Health
Appointing Authority: Mercedes Broussard
Jeff Elder

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

Proposed Classification: HEALTH PROJECT & PLANNING SPECIALIST

Job Posting and Appointment

Type of Appointment: Probationary Date of Appointment (if known): 7/2/2017

Duration of Job Posting: 2-3 weeks

Method(s) of Advertising?: Nola.gov

Detailed Position Description: Highly responsible professional work performing specialized duties involving the planning and implementation of community health programs and activities related to the Community Alternatives Program (CAP). Incumbents in this position work with individuals with mental illness to reduce their contact with the criminal justice system by providing community-based treatment alternatives to incarceration. Job duties include working collaboratively across sectors to address community health issues through policy and system level initiatives, and related work as required. Work includes engaging the community to reach consensus around public health issues, and related work as required.

Qualifications

How many applicants were on the eligible list? How many possessed this qualification (described below)? There are 9 applicants on the eligible list. Only 1, Danielle Johnson possessed the 7+ years of relevant professional experience.

Describe:

1. A Bachelor's Degree from an accredited college or university in public health, social work, criminal justice, science, a social science, or a closely related field.*

The job description requires a bachelor's degree. Danielle has a Master's Degree in Public Health.

Louisiana State University Health Sciences Center - New Orleans (August 2013- December 2015) Degree: Master of Public Health, Surma C. Lum Laude

Four (4) years of professional experience performing mental health case management (e.g. intensive case management, ACT, or F-ACT), work must have included experience with justice-involved individuals. This experience must have included conducting screening for mental illness, performing mental health assessments to inform diagnosis, and developing and tracking an individual service plan. OR Four (4) years of professional experience providing direct services to individuals with mental illness in the justice system, preferably through a problem-solving court or diversion program.

The position requires four years of relevant professional experience. Danielle has 7 years of public health experience, including 3 years of behavioral health experience, 2 years of daily exposure to a highly-effective substance abuse treatment groups at a mental health clinic, 2 years of experience integrating primary and behavioral health care to assist hospital patients, and 3 1/2 years of evaluation and data management experience for program improvement. I, plus experience designing and implementing system-wide strategies, and using QI techniques.

through LPHU (January 2017-current) Behavioral Health Coordinator Accomplishments: • Organize meetings for Council Work Group (Health and Hospital, Education, Housing, Criminal Justice, and Civic Leaders) and Core Team meetings • Conducting research/policy analysis on the ethical health issues of interest/importance to the Behavioral Health Council • Developing written memorandum papers on key behavioral health issues • Identifying next steps/key areas of focus to advance Behavioral Health Council priorities • Manage a portfolio of monthly mental health dashboard reports • Manage annual school mental health survey • Conduct annual audit of regional inpatient mental health capacity • Serve as department behavioral health liaison and content expert HIV/AIDS Alliance for Region Two (HAART) (June 2016-November 2016) Project Manager/CAPUS Program Coordinator Accomplishments: • Guides departmental vision and provides programmatic leadership to wards achieving ambitious and measurable performance goals • Oversees successful implementation of agency-wide work plans by monitoring multiple project management software systems • Updated organizational policies and procedures as it relates to procurement and bylaws • Developed the Board of Directors 2016 Strategic Plan upon analysis of goals and past performance • Created organizational work plans for over 20 departments • Initiated a tracking system for effective management of over \$10 million in grant funding • Plans, analyzes and evaluates current or proposed health programs for the purpose of clinic or agency program development • Direct activities and functions of CDC's CAPUS (Care and Prevention in the US) grant to ensure that specified goals are accomplished according to previously established priorities • Develops and recommends new or revised program goals and objectives Absolute Health Mental Health Clinic (August 2013- September 2016) Mental Health Professional/Liaison Accomplishments: • Developed and implemented treatment plans in accordance with Commission on Accreditation of Rehabilitation Facilities (CARF) requirements • Conducted psychosocial assessments and provided progress notes to assist clinical staff in determining appropriate treatment plans • Created data materials and standards that aided in productivity and effectiveness of therapeutic sessions • Trained 15 new staff members in proper protocols for delivering care for children and adults Health Guardians CCANO (January 2015-December 2015) Healthcare Management Internship Accomplishments: • Gained a deep understanding of Primary Care and Behavioral Health integration for improved health outcomes • Revised model with implementation of disease-specific educational materials to improve outcomes • Worked closely with Program Director on administrative duties • Implemented a system for evaluation services that provided adequate professional feedback • Evaluated the effectiveness of the program based on process and outcome measures • Analyzed data sets on Access queries and other statistical software to make recommendations on enhancing the program Mom2Mom Support Group-Healthy Start of New Orleans (January 2014- December 2014) Program Planner/Facilitator Accomplishments: • Co-founder and facilitator of research-based women's support group for mothers in need • Established and maintained contact with local agencies that aid in the development and growth of program • Fine-tuned organizational skills in planning successfully facilitated groups • Developed needs assessment upon extensive research of existing models Best Babies Zone- Healthy Start of New Orleans (January 2014-May 2014) Outreach Coordinator Accomplishments: • Collaborated with multiple agencies to successfully meet programmatic goals • Created, coordinated, and implemented volunteer events • Actively involved in community engagement meetings • Recruited, educated, and supported struggling targeted neighborhoods St. Charles Parish Hospital (October 2012- August 2014) Behavioral Health Tech Accomplishments: • Served as a liaison between physicians and patients needing psychiatric care • Monitored the mental health status of hospital patients and made necessary referrals to clinical staff • Held clinical responsibilities in regularly monitoring vital signs of patients • Gained a working knowledge of concepts and integrated systems related to mental health and mental illness SIU Stanley S. Scott Cancer Center (March 2012-August 2012) Data Coordinator Accomplishments: • Developed an operating procedure and served as data manager for a clinical trials research program using high proficiency with MS Office, Windows XP, and the Internet UNO School-Age Assessment Service Clinic (August 2011-May 2012) Psychology Research Assistant Accomplishments: • Counseled clients coping with Attention Deficit Hyperactivity Disorder (ADHD) • Provided behavioral and treatment strategies to improve the clients' quality of life • Administered psychological testing using objective, standardized screening tools UNO Control Stress Lab (January 2012-May 2012) Biology Research Assistant Accomplishments: • Held a vital role in study development, client assessments, and DNA assay procedures

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

Danielle possesses a unique set of skills, education, and experience that are the product of her pursuit of self-improvement and professional development. In the private sector, salaries for her skills, skills, education, and experience are higher than the minimum entrance rate offered by the City.

Hit "Update" to save

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

The position requires someone is able to interact competently with judges, attorneys, defendants, case managers, courthouse staff, etc., and has a level of experience and education to address a wide variety of issues

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): 11

Rate Granted as a Percentage (must be divisible by 1.25):

12.5%

How will hiring this person at the rate specified be a financial advantage to the City? (Please provide an objective financial analysis):

Hiring above the minimum entrance rate will allow the Health Department to acquire a well-qualified candidate that will stay in the position. Rehiring or hiring someone that is not well-qualified will require additional time and money that could be better utilized with the right candidate. With Ms. Johnson's experience she will be able to perform her role and function independently, without difficulty.

Appointing Authority Approval

Name: Marsha Broussard

Date: 7/12/2017

Approval: Approved Denied

Comment:

Class & Pay Approval

Name: Caitlin Doszkeyycz

Date: 7/13/2017

Approval: Approved Denied Cancel

Comment: