

**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: Jennifer Avegno, MD
Appointing Authority Department: Health
Appointing Authority Phone Number: 504-658-2518
Appointing Authority E-mail: jennifer.avegno@nola.gov

EMPLOYEE INFORMATION

Name of Employee with Extraordinary Qualifications: Bridgette Bienville
Current Class: 5503 **Proposed Class:** 5503
Is this a promotion or a new hire? New Hire

JOB POSTING & APPOINTMENT

Duration of job posting: NA **How position was advertised:** City's website and Indeed
Date of appointment: 7/11/2022 **Type of appointment:** Regular
Detailed position description:

Responsible for overseeing, providing direction and coordinating quality management and program evaluation activities for HIV programing. Facilitates the process of developing outcome indicators, goals, objectives, outcomes, quality management plans and program evaluation models. Provides training and technical assistance to sub-contractors as it relates to quality management. Assesses the effectiveness of programs serving people living with HIV (PLWH). Works closely with the data manager in assessing needs, performing data analysis and producing reports for use in program analysis and reports to the federal government.

Work involves specialization in program evaluation, statistical analysis, creation of databases, implementation of data collection, and performance of analysis as it relates to quality management and quality improvement activities for the HIV/AIDS program.

QUALIFICATIONS

1. **How many applicants were on the eligible list? How many of them possessed this extraordinary qualification (described below)?** She is the only individual with MD and MPH credentials.
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.)
A Bachelor's degree from an accredited college or university.*	Masters in Public Health and Medical Doctorate	Degree: M.P.H LSU Health School of Public Health, New Orleans, LA. 2010-2016 Degree: M.D.

		<p>Morehouse School of Medicine, Atlanta, GA. 1999-2005</p> <p>Degree: Bachelors of Science Xavier University of Louisiana, New Orleans, LA. 1995-1999 Major: Biology/Pre-med</p>
<p>Four (4) years of professional managerial experience in project or program management in a health care field or performance management in any field.</p>	<p>Candidate exceeds the minimum four years of public health experience. Her knowledge and experience with health information, patient medical information system, quality improvement activities, telehealth, along with other health management activities will be an asset to managing quality improvement initiatives for OHP.</p>	<ul style="list-style-type: none"> • 2017-2021, Miripa Consulting, LLC, Healthcare Information Technology Consultant • 2019-2020, Louisiana Primary Care Association, Telemedicine/HIT Project Manager • 2018, Louisiana Healthcare Connections, HEDIS Coordinator • 2015-2016, Capitol City Family Health Center, HIV/AIDS Health Information Clerk • 2012-2013, Department of Health and Hospitals: Office of Public Health STD/HIV Program, AIDS Drug Assistance Program Intern • 2013, Department of Health and Hospitals Office of Public Health: Section of Environmental Epidemiology and Toxicology, SEET Intern • 2012, New Orleans City Health Department Office of Health Policy and AIDS Funding, Quality Improvement Intern • 2010-2011, LSUHSC School of Public Health & LSU HCSD, Telemedicine Project Coordinator (Contract)

3. Description of how similar qualifications are not readily available in the labor market at minimum entrance rate:

Average rate of pay for physicians is over \$150,000, which far exceeds the minimum pay currently offered.

4. How are the duties of the position relevant to the advanced qualification?

Individual will provide support to agencies to implement QI activities, which requires medical knowledge, ability to navigate electronic medical records, and understanding of medical terms and billing information.

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

Position is grant funded. Having a well-qualified employee helps the Ryan White program better achieve its goals.

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.

There are 6 HP&P Managers in the Health Department. Zero have a Medical Degree.

Rate granted (in steps; % must be in increments of 1.25): 2.5% Step 21 (\$67,218)

Appointing Authority Signature:

