

Extraordinary Qualifications - Civil Service Form #1033

Requester Information

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

Employee Details

Employee Name: Travers Kur
Department: 360 - Health
Appointing Authority: Marsha 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 a new pre-booking delinquent program. 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 were 9 on the eligible list. Only 1, Mr. Kur possessed the 6 years of relevant professional job experience.

Describe:

Minimum Qualification - from Job Announcement

Employee Qualification that Exceeds the Minimum

Details

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. Travers has two Master's Degrees - in Public Health and Social Work

Tulane University (2015-2017) Degree: Master of Public Health (2017); Master of Social Work (2016)

2. Four (4) years of professional experience performing mental health case management (e.g. intensive case management, ACT, or FACT), 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. Travers has 6 years of relevant professional experience, primarily doing street outreach with homeless citizens.

UNITY of Greater New Orleans Abandoned Building Homeless Outreach Project Manager (6/2013 - 8/2015) Collected data and maintained statistics on people experiencing homelessness in abandoned buildings. Coordinated annual street point-in-time count required by HUD. Located and assessed people experiencing homelessness on the street and in abandoned buildings for appropriate housing placements and community based services. UNITY of Greater New Orleans Abandoned Building Homeless Outreach Worker (4/2011 - 5/2013). Located and assessed people experiencing homelessness for appropriate housing services. Linked people experiencing homelessness to appropriate community based services. Guided vulnerable people experiencing homelessness through the permanent supportive housing process. UNITY of Greater New Orleans Community Outreach Worker (12/2009 - 4/2011). Screened potential program participants for eligibility for rental assistance and case management services. Provided programmatic and technical support to partner agencies. Reviewed monthly invoices to ensure all costs are reimbursable.

Hit "Update" to save

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

Travers possesses a unique set of skills, education, and experience that are the product of his pursuit of self-improvement and professional development. Travers has spent several years working among people experiencing homelessness, and these experiences will be invaluable when it comes to implementing this program, as we anticipate that the majority of the participant will be homeless. In the private sector, salaries for his skills, education, and experience are higher than the minimum entrance rate offered by the City.

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

The position requires someone who understands the complex landscape that this program will operate in, as well as someone who is able to interact competently with program participants, program staff, case managers, police officers and commanders, and community stakeholders, 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 Mr. Kurr's experience he will be able to perform his 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: 7/12/2017

Approval: Approved Denied Cancel

Comment:

< >