

Extraordinary Qualifications - Civil Service Form #2942

Requester Information

Name: SineadDaniell Date: 10/30/2022

Email: scdaniell@nola.gov

Phone Number: 504-658-7625

Department: Information Systems Management

Employee Details

Employee Name:

Department:

Appointing Authority:

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

Proposed Classification:

Current Classification:

Job Posting and Appointment

Type of Appointment:

Date of Appointment (if known):

Duration of Job Posting:

Method(s) of Advertising?:

Detailed Position Description:

Qualifications

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

Describe:	Minimum Qualification - from Job Announcement	Employee Qualification that Exceeds the Minimum	Details
Education		Master's	Ms. May possesses a master's deg
Experience		20 years of experience	Ms. May has 20 years of directly re

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

The rate for a Project Management IT professional at this level or similar title would cost is in the works, it is important that the City maintain functionality and stability hand hire s 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?:

The advanced qualifications are directly related to the duties of the position. Ms. May's e has done IT and project management related work for 20 years. This direct experience r resource and extraordinarily qualified member of the City's IT organization.

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):

17

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

10%

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

Project Managers and similar titles in the private sector are experience, not requesting pay above minimum compromise May's qualifications through one of the City's staffing contra the annual salary of \$70,642.93 presents a considerable sa

Appointing Authority Approval

Name: Kimberly Walker-Lagrué

Date: 10/30/2022

Approval: Approved Denied

Comment:

Class & Pay Approval

Name: Tia Harrison

Date: 11/3/2022

Approval: Approved Denied Cancel

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