

**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: Michael Harrison, Superintendent of Police
Appointing Authority Department: New Orleans Police Department
Appointing Authority Phone Number: (504) 658-5409
Appointing Authority E-mail: stmlandry@nola.gov

EMPLOYEE INFORMATION

Name of Employee with Extraordinary Qualifications: David Badie Jr.
Current Class (if current employee): Police Public Relations Specialist, Senior **Proposed Class:** N/A
Is this a promotion or a new hire? New Hire **What is the new job class?** N/A

JOB POSTING & APPOINTMENT

Duration of job posting: _____ **How position was advertised:** Civil Service Website
Date of appointment: 01/24/2016 **Type of appointment** (provisional, etc.): Probationary
Detailed position description: Highly responsible administrative and professional work in the Public Affairs Office of the New Orleans Police Department. Duties include responding to requests regarding information from citizens and media, preparing written correspondence and delivering effective oral presentations for police management staff regarding major or unusual situations.

QUALIFICATIONS

1. **How many applicants were on the eligible list? How many of them possessed this extraordinary qualification (described below)?**
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.)
1) 4 years of experience	27 years of Public Relations	Please see attached resume
2)		
3)		

3. **Description of how similar qualifications are not readily available in the labor market at minimum entrance rate:** A review of candidates on the eligible list determined that Mr. David Badie Jr. was the only candidate to possess 27 years of Public Relations experience.
4. **How are the duties of the position relevant to the advanced qualification?** The qualifications possessed by Mr. David Badie Jr. are relevant to the position in that Mr. Badie's experience in communications and public relations will assist the Public Information Office in responding expeditiously to citizen and media request. Creating and monitoring the departments various social media platform, and in the implementation of public information strategies to project a positive image of the department.

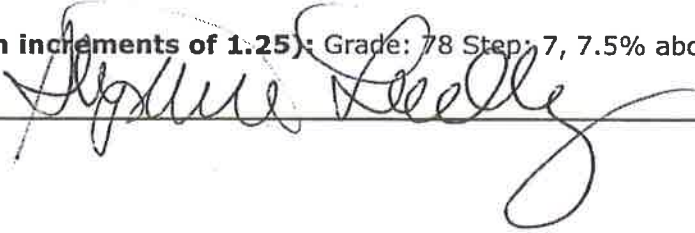
5. How will hiring this person at the rate specified below be a financial advantage to the City? Please provide an objective financial analysis. The hiring of Mr. David Badie Jr. will demonstrate immediate financial advantage for the City of New Orleans. Hiring Mr. David Badie Jr. will help to further the department's civilianization efforts and allow the department to continually place officers in administrative roles back on the streets to serve the citizens of New Orleans. I.B. cases as well as further the department's civilianization efforts as mandated by the Federal Consent Decree. The current average salary for a Public Relations Specialist in markets similar to that of the New Orleans Metropolitan area is approximately \$54k. After salary negotiations Mr. David Badie Jr. agreed to a salary of \$51,144 for the position of Police Public Relations Specialist, Senior within NOPD a difference of 7.5% above the minimum salary based on superior qualifications.

6. List other departmental employees in this classification. Robbie Massey

Do they also possess the exceeded qualification and is it job related? Yes Please attach copies of this form for people with the same or equivalent extraordinary qualifications.

Rate granted (in steps; % must be in increments of 1.25): Grade: 78 Step: 7, 7.5% above the minimum.

Appointing Authority Signature: _____

A handwritten signature in cursive script, appearing to read "Arthur Kelly", is written over a horizontal line. The signature is fluid and extends slightly below the line.

David J. Badie Jr.



PUBLIC AFFAIRS SPECIALIST

Emmy nominated, Edward R. Murrow award winning communications professional adept at interacting with diverse audience while meeting goals of organization. High initiative with passion for building relationships and liaising with corporate, business, government, and sports entities. Recognized for strong crisis management communication skills, community relations, sensitivity training.

- Expert knowledge of negotiation, persuasion, and leveraging communication skills acquired through reporting spot news coverage. Gifted in developing genuine rapport despite intense competition.
- Team player and independent self-starter with high integrity, confidence, and dedication to quality.
- Tailored information to audience and diplomatically related innovative new concepts and ideas.

Key Skills and Core Competencies

Strategy, Vision, and Tactical Execution

Strong Oral, Written, Editing & Presentations Skills

Collaborative & High Influence Communicator

Established Relationships in Community-PR & Media

Communications Expertise

Multi-Media Broadcasting / T.V., Radio, Audio-Video,

Live and Studio Recorded Music

National & International Media Coverage

Live News, Talk-Back Interviews & Press Conferences

SELECTED CAREER ACCOMPLISHMENTS

- As media communications expert, invited to attend and covered the Republican National Convention.
- Recipient of Associated Press first place award for coverage of Republican National Convention.
- Won Associated Press "Best Series" award for coverage of the homeless in New Orleans.
- Awarded "Best Videography" out of 50 photojournalists for coverage of wharf fire captured on day off.
- Presented "Best Sports Feature" award out of 50 photojournalists for production of boxing feature that included shooting, editing, staging the boxing sequences, and interviews.
- Edward R. Murrow Award recipient for outstanding

achievements in electronic journalism, featuring a documentary entitled "Guardians of The Groove", highlighting jazz saxophonist Donald Harrison.

PROFESSIONAL EXPERIENCE

WWL - TV, New Orleans, Louisiana /WFAA-TV, Dallas, Texas, 2010 - Present

Multi-Media Journalist / News Editor / Investigator

Managed strategic relationships with diverse audience that leveraged significant long-term interview opportunities – combined with proven experience acquiring stories in highly competitive market.

Covered wide range of local news stories from diverse venues including but not limited to medical, sports, education, politics as well as theft, fraud, murders, burglaries, security issues, fires, and arson.

Conducted interviews, gained insight into stories, uncovered, and extracted information for broadcasts.

Coordinated extensive details to shoot and edit 10 to 15 weekly broadcasts with high-pressure deadlines.

Managed top-notch production crew and built high performance culture by setting exemplary standards.

Freelance Media Relations Specialist, 2006 – 2010

Provided tour management and media support to several independent entertainment agencies, including distributing press releases and materials to media, organizing press conferences, and coordinating interviews for television and radio.

WFTV-TV, Orlando, Florida

2005 - 2006

Multi-Media Journalist / News Editor / Producer

Shot and edited news, sports, and feature stories for both daily and weekly broadcasts.

Coordinated and conducted interviews and managed production crew for quality on-air products.

Operated (ENG) electronic news gathering truck for 2-hour morning show and live sports broadcasts.

WVUE-TV, New Orleans, Louisiana

1988 - 2005

Multi-Media Journalist / News Editor / Producer

As top performer, grew market share from 3 to 5 to 6.7 out of 8 household viewers within one year.

Managed, coordinated, and conducted live multi-faceted interviews with diverse individuals covering wide range of

topics including medical, business, industry, financial, government, education, and sports.

Shot and edited video components of newscast to ensure high quality production and managed production activities with critical ongoing deadlines.

Covered news stories in community and high-profile national events such as Democratic Conventions, NFL Super Bowl Games, and weekly New Orleans Saints feature shows.

Received first place award for coverage of Republican National Convention and won two Associated Press awards during tenure at WVUE-TV. Performed freelance work for CNN, ESPN, FOX Sports Network and served as chief sports photojournalist and crew manager for 13 seasons.

EDUCATION and PROFESSIONAL DEVELOPMENT

UNIVERSITY OF NEW ORLEANS, New Orleans,
Louisiana

Bachelor of Arts, Mass Communications

New Orleans Police Department - Police Officer
Recruit, 1/2010 - 3/2010

SKILLS

MS Word, Excel, PowerPoint, Facebook, Twitter, Digital
Photograph Editing,

Audio-Video Editing-Avid, Edius, Final Cut Pro, Pro-Tools Audio Recording Systems