

Extraordinary Qualifications - Civil Service Form #1051

Requester Information

Name: JovanBell Date: 7/12/2017
Email: JDBell@nola.gov
Phone Number: 504-658-2528
Department: Health Department

Employee Details

Employee Name: Lasonja Washington
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 SENIOR ANALYST

Job Posting and Appointment

Type of Appointment: Probationary Date of Appointment (if known): 7/12/2017

Duration of Job Posting: 2-3 weeks

Method(s) of Advertising?: Nola.gov

Detailed Position Description: Highly responsible professional work performing specialized duties involving case management activities related to the Community Alternatives Program (CAP). Incumbents in this position work with individuals with mental illness and/or co-occurring disorders to reduce their contact with the criminal justice system by providing linkage to community-based treatment alternatives to incarceration. Job duties include linking program participants to mental health treatment, substance abuse treatment, housing resources, and other services, as needed. The case manager will work with up to twenty-five program participants, will maintain records pertaining to each participant's progress, and will regularly update the Program Coordinator on all issues of concern regarding program participants.

Qualifications

How many applicants were on the eligible list? How many possessed this qualification (described below)? There were 5 eligible candidates on the list. Only 1 candidate, Lasonja possessed the 4+ years of experience to provide career guidance and case management for eligible justice-involved youth. Maintained updated, audit ready, case notes in files to properly document services provided.

Describe:

<p>Minimum Qualification - from Job Announcement</p> <p>Bachelor's degree</p>	<p>Employee Qualification that Exceeds the Minimum</p> <p>Master's Degree, LMSW credential, and working on a PhD</p> <p>4 years of relevant professional experience</p>	<p>Details</p> <p>Southern University of New Orleans - New Orleans, LA Obtained: Bachelors of Social Work, 5/2015 Southern University of New Orleans - New Orleans, LA Obtained: Masters in Social Work, 5/2016 Arizona State University - Tempe, AZ Online: Doctorate, Behavioral Health, 10/2016 -Present</p> <p>City of New Orleans - New Orleans, LA 10/2016-2/2017 Career Advisor / Case Manager - Provide career guidance and case management to eligible youth. - Maintained updated, audit ready, case notes in files to properly document services provided. Restore Outreach - Baton Rouge, LA 6/2016-11/2016 Behavioral Health Professional - Interviewed and addressed individual clients needs and their relatives to complete biopsychosocial and mental health assessments. - Evaluated and addressed individual clients needs and concerns. - Developed treatment plans using a multidisciplinary team approach. - Modified treatment plans based on clients behavior throughout intervention process. Urban League of Greater New Orleans - New Orleans, LA 8/2014-5/2016 Case Manager - Provided case management and advocacy to re-entry program. - Interviewed clients and family members to determine client's needs. - Developed community re-entry plans following release. - Refer client to community resources, educational training and job training. United Way of Southeast Louisiana - New Orleans, LA 8/2015-5/2016 Community Impact Intern & Grant Reader - Collaborated with public social and welfare agencies to obtain referrals and provide information and development services to the community. - Communicated with health specialists and civic groups to determine community health needs and improve availability of services to the public for outreach and to market program services. - Interviewed clients and communicated with other involved professionals to determine client's needs and eligibility for services in the community. - Developed workable solutions for recurring problems for individuals and families. - Attended and participated in community meetings and groups. - Reviewed grants from agencies applying for funding.</p>
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Describe how similar qualifications are not readily available in the labor market at the minimum rate: LaSonia possesses a unique set of skills, education, and experiences 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

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): 21 Rate Granted as a Percentage (must be divisible by 1 25): 25%

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. Washington's experience she will be able to perform her role and function independently, without difficulty.

Appointing Authority Approval

Name: Marsha Broussard

Date: 7/14/2017

Approval: Approved Denied

Comment:

Class & Pay Approval

Name: Caitlin Doszkewycz

Date: 7/14/2017

Approval: Approved Denied Cancel

Comment: