

Extraordinary Qualifications - Civil Service Form #2182

Requester Information

Name: BejideLegania Date: 12/2/2019  
Email: bjlegania@nola.gov  
Phone Number: 504-658-7633  
Department: ITI

Employee Details

Employee Name: William Healy  
Department: 220 - CAO  
Appointing Authority: Courtney Bagneris  
Kimberly LaGrue

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

Proposed Classification: INFORMATION TECHNOLOGY DIRECTOR\*\*  
Current Classification: INFORMATION TECHNOLOGY SUPERVISOR

Job Posting and Appointment

Type of Appointment: Probationary  
Date of Appointment (if known): 11/17/2019  
Duration of Job Posting: Continuous  
Method(s) of Advertising?: Civil Service

Detailed Position Description: Highly responsible supervisory, professional and technical work advising and directing either the operations or enterprise applications sections of the Information Technology Division of the Chief Administrative Office. Employees in this class have the responsibility for planning, organizing, and directing automatic data processing services and operations in a centralized data processing facility, rendering a variety of services on a city-wide basis. Work includes directing subordinate managers who oversee systems analysis, programming, computer operation, and the operation of related data processing equipment. Work also includes developing long range objectives relative to the use of technology for all city departments, directing efforts to educate and advise city staff in the use of automated systems, as well as supervising those who deliver automated services to city departments. Responsibilities include coordinating the entire range of automated data services from mainframe computing to personal computing; and related work as required.

Qualifications

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

Mr. Healy was ranked in band 1 and ranked highest overall of all candidates on the register and scored highest in the IT interview process. He possesses the most extensive experience working in the City's IT environment. Of the 5 eligible applicants, no other candidate possessed his level of relevant City work experience, certifications and supervisory experience. In the past twelve (12) months, the previously qualified applicants have either accepted higher paying positions or declined our offers for other reasons.

Describe:

Minimum Qualification - from Job Announcement	Employee Qualification that Exceeds the Minimum	Details
<p>With Bachelor's, Seven (7) years of highly responsible exempt (salaried) managerial level experience in a technical environment which includes experience in four or more of the following areas: Microsoft server support and management, personal computer desktop hardware and application support, voice communication systems support, LAN/WAN support and management, fiber optic network management, personal computing devices and applications management, mobile devices and applications management, the internet of things (IoT), data center hardware and applications, enterprise backup applications, disaster recovery and business continuity, web design or development, application development, user centered design, data management and warehousing, data development and ETL processes, GIS, IT support and service delivery, IT quality assurance and control, IT project management, database management, and IT business analysis. Work must have included the responsibility for operational support for all computer business tools, service tools and applications. At least two (2) years of this managerial experience must have included supervision of a professional IT and/or technical IT staff. OR, Ten (10) years of highly responsible exempt (salaried) managerial level experience in a technical environment which includes experience in four or more of the following areas: Microsoft server support and management, personal computer desktop hardware and application support, voice communication systems support, LAN/WAN support and management, fiber optic network management, personal computing devices and applications management, mobile devices and applications management, the internet of things (IoT), data center hardware and applications, enterprise backup applications, disaster recovery and business continuity, web design or development, application development, user centered design, data management and warehousing, data development and ETL processes, GIS, IT support and service delivery, IT quality assurance and control, IT project management, database management, and IT business analysis. Work must have included the responsibility for operational support for all computer business tools, service tools and applications. At least two (2) years of this managerial experience must have included supervision of a professional IT and/or technical IT staff.</p>	<p>17 years of experience in IT Management experience, 12 at Director level in enterprise IT environments; 7 years as a Supervisor in City's IT environment as the Enterprise Database Supervisor.</p>	<p>Most recent 7 years worked as Database Supervisor in City's IT environment; 11 years of experience as IT Director</p>
<p>1.A Bachelor's Degree** in computer science, Computer Information Systems (CIS), Geographic Information Systems (GIS), engineering, or a closely related field from an accredited college or university.* Only required with less than 10 years of experience.</p>	<p>17 years experience; Four years of relevant experience substituted for degree</p>	
<p>Possession of certifications in two (2) or more areas of information technology (e.g. CCNA, CCNP, CCIE, MCP, MCSE, MCSA, CompTia Professional or Master Certifications, ITIL Framework or higher, PMP or higher, CISSP, Security+, SSCP, GIAC).</p>	<p>IT Data (HIPAA) certified</p>	<p>Cert issued by Department of Health and Human Services</p>
<p>At least two (2) years of this managerial experience must have included supervision of a professional IT and/or technical IT staff.</p>	<p>17 years of supervisory experience</p>	<p>11 years Director level experience for enterprise data systems</p>

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

Individuals with these qualifications are paid more than the minimum and are generally in higher paying positions than the minimum entrance rate.

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

Mr. Healy currently works as the IT Database Supervisor and manages the City's enterprise SQL databases and servers. He is responsible for ensuring all City enterprise data is secure and available, and works closely with all IT operations teams. He is the most familiar with the servers where the City's data resides and the networking tools that transport enterprise data throughout the City's network. His knowledge and experience is directly relevant to the Director of Operations' responsibility to direct data processing and services in a centralized data processing facility and ensuring services are delivered city-wide. Additionally, he has used his past experience as an IT Director to understand all aspects of our operations. As a previous database administrator and director, he is also able to formalize and document processes and has experience in reporting system performance to management.

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):

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

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

The annual salary of William Healy will be \$102,546.53. The previous IT Director of Operations was a contractor paid approximately \$179,220.00 annually by the City. Hiring Mr. Healy as a civil servant represents significant financial value over hiring a similarly skilled employee as a contractor.

Appointing Authority Approval

Name: Kimberly LaGrue  
Date: 12/2/2019  
Approval:  Approved  Denied  
Comment:

**Class & Pay Approval**

Name: Tamyra Taylor  
Date: 12/4/2019  
Approval:  Approved  Denied  Cancel  
Comment: 

Approved. Employee has approximately 17 years of experience in IT management, with 7 of those years being with the City as the Enterprise Database Supervisor.

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