

Extraordinary Qualifications - Civil Service Form #1472

Requester Information

Name: BejideLegania Date: 5/15/2019
 Email: blegania@nola.gov
 Phone Number: 504-658-7633
 Department: ITI

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
EITHER: Bachelor's Degree in computer science, Computer Information Systems (CIS), Geographic Information Systems (GIS), engineering, telecommunications or a closely related field from an accredited college or university* and five (5) years of progressively responsible experience in an information technology environment. Work must have included the use of firewalls, intrusion detection systems, anti-virus software, and/or other related technology. OR: Nine (9) years of progressively responsible experience in an information technology environment. Work must have included the use of firewalls, intrusion detection systems, anti-virus software, and/or other related technology.	Over 12 years of progressively responsible technical work in IT organizations and a related IT certification. Eight of those years have been with the City directly providing enterprise security support for the City's IT infrastructure.	• CNO IT Security Specialist role - 2011-present • CNO IT Web/GIS 2007-2011 • Xavier/IT Consultant – 2007-2012 Cisco CCNA Certification

Hit "Update" to save

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. A candidate with Mr. Alexandre's certification and years of relevant experience would command a significantly higher salary at any organization, regardless of the minimum entrance rate of \$70643.00. Contractors who currently work in this capacity and possess the same level of qualifications are paid nearly 40% more annually.

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

For the past 8 years, Mr. Alexandre has increasingly provided enterprise security support for the City's IT infrastructure. Additionally, he supports the security of the City's financial payment systems and manages our compliance with IT related information system audit findings. He is working with the ERP team to apply our security requirements to the Infor ERP system and ensure users roles are compliant with enterprise security standards. This experience is directly relevant to the duties of the IT Security Supervisor.

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 Freud Alexandre will be \$79,987.17. Based on our staff augmentation contracts, hiring a contractor with similar skills would cost approximately \$192,400 annually, based on a 2,080 hour year at a rate of \$92.50/hour. Promoting Mr. Alexandre to this position presents a significant financial value over having a similarly skilled employee as a contractor. Additionally, the City retains valuable institutional knowledge by hiring from within the IT department.

Appointing Authority Approval

Name: Kimberly LaGrue

Date: 5/15/2019

Approval: Approved Denied

Comment:

Empty comment box for Appointing Authority Approval.

Class & Pay Approval

Name: Tamyra Taylor

Date: 5/15/2019

Approval: Approved Denied Cancel

Comment:

Reviewed and Approved. Employee has Cisco CCNA Certification relevant to IT security and over 12 years of experience with his most recent 6 years being related directly to enterprise IT security.