Extraordinary Qualifications - Civil Service Form #1472

Requester Information						
Email:	BejideLegania Date: 5/15/2019 bjlegania@nola.gov 504-659-7633					
Employee Details						
Department:	Freud Alexandre 220 - CAO Appointing Authority: Kimberly LaGrus Courtney Bagneris					
	re?: ① New Hire (Hired Above Minimum) ② Promotion (Qualified Above Minimum) INFORMATION TECHNOLOGY SUPERVISOR Current Cla	ssification: INFORMATION TECHNOLOGY SPECIALIST III				
Job Posting and Appointment						
Duration of Job Posting: Method(s) of Advertising?: Ovil Service The Office of Information Technology and Innovation is responsible for providing a safe technical environment and protecting the City's infrastructure, staff, and data from cyber threats. As mobility increases and the environment becomes more ubiquitous, multiple layers of accurity are needed. The IT Security Manager works to maintain a protective security posture. This includes developing and implementing security standards, configuring and maintaining various security posture. This includes developing and implementing in the environment. Additionally, ITI is responsible for ensuring compliance of Its infrastructure and resources within the environment. Additionally, ITI is responsible for subject-matter appart on all matters of cyber security and ensures compliance through effective incident response, niks management, and IT saudist. The security manager ensures all aspects of the IT infrastructure are well maintained and documented, all systems and end points have the proper safe guards and profections, and the overall infrastructure and and performing at a high level without harm or incident. If ever the case of a calastrophic event, the security manager takes the lead role in providing guidance to the internal IT Teams to bring operations back to a managed state and oversees reporting and coordination with the appropriate law enforcement agencies and resources.						
Qualifications						
How many applicants were on the eligible list? After reviewing the register, how many possessed the extraordinary qualification(s) described below?:		Of the four (4) applicants, Mr. Alexandre is the only candidate with experience in enterprise security operations. He possesses industry certifications relevant to the security role, and for the past five (5) years, has used his training to support enterprise security operations for the City's IT infrastructure. He is also working along with the ERP team to design the security framework for the Infor ERP system.				
Describe:						

Minimum Qualification - from Job Anouncement	Employee Qualification that Exceed	s the Minimum	Details			
EITHER: Bachelor's Degree in computer science, Computer Information Systems (CIS), ee orgaphic Information Systems (CIS), en orgineering, telecommunications or a closely related field from an accredited college or university" and five (5) years of progressivel y responsible experience in an information technology environment. Work must have included the use of frewalls, infrusion dated on 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, a nd/or other related technology.	Over 12 years of progressively resp ganizations and a related IT certifie e been with the City directly providir for the City's IT infrastructure.	ation. Eight of those years hav	CNO IT Security Specialist role - 2011-present • CNO IT Web/GIS 2007-2011 • Xavier/IT Consultant – 20	07-2012 Cisco CCNA Certification		
				Hit "Update" to save		
		entrance rate. A candidate with salary at any organization, re- possess the same level of qui	nations are paid more than the minimum and are generally in higher paying positions than the minimum that Mr. Alexandre's certification and years of relevant experience would command a significantly higher gardless of the minimum entrance rate of \$70643.00. Contractors who currently work in this capacity and allifications are paid nearly 40% more annually.	~		
How are the duties of the position relevant the second of the position relevant the second of the position relevant the second of the position with the second of the second of the position with the second of the position of the position relevant the second of the second of the position relevant the second of th		supports the security of the C findings. He is working with it compliant with enterprise sect	candre has increasingly provided enterprise securily support for the City's IT infrastructure. Additionally, he ity's financial payment systems and manages our compliance with IT related information system audit he ERP team to apply our security requirements to the Infor ERP system and ensure users roles are urity 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: Oyes No						
ddilional Documentation						
Attachment 1:						
Attachment 2:						
Attachment 3:						
roposed Pay Rate				****		
Date Combadia Chara (maintain 1994)	But Country Country		EOL			
Rate Granted in Steps (maximum of 21): 19 Rate Granted as a Percentage (must be divisible by 1.25): 25%						
How will hiring this person at the rate specified be a financial advanta	age to the City? (Please provide an ol	ojecuvė (inandai analysis);				

The annual salary of Freud & skills would cost approximate position presents a significant valuable institutional knowleds	lexandre will be \$79,987.17. Based on our staff augmentation contracts, hiring a contractor with similar hy \$192,400 annually, based on a 2,086 hour year dat a rate of \$82.500 hour. Promoting Mr. Alexandre to this of Enancial value over having a similarly skilled employee as a contractor. Additionally, the City retains go by hiring from within the IT department.						
Appointing Authority Approval							
Appointing Additionty Approval							
Name:	Kimberly LaGrue						
	5/15/2019						
	● Approved ○ Denied						
Comment:		^					
		V					
Class & Pay Approval							
Name:	Tamyra Taylor						
	5/15/2019						
Approval:	♠ Approved ☐ Denied ☐ Cancel						
Comment:	Reviewed and Approved, Employed has Cloco 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.	*					
	recent o years being related energy to enterprise it security.						

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