

Extraordinary Qualifications - Civil Service Form #1128

Requester Information

Name: BejideLegania Date: 11/1/2017

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Department: ITI

Employee Details

Employee Name: Brice Murray

Department: 220 - CAO

Appointing Authority: Kimberly LaGrue
Courtney Bagneris

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

Proposed Classification: INFORMATION TECHNOLOGY SPECIALIST III

Job Posting and Appointment

Type of Appointment: Probationary Date of Appointment (if known): 10/30/2017

Duration of Job Posting: Continuous

Method(s) of Advertising?: Civil Service

Detailed Position Description: Highly responsible technical work of a specialized nature installing, supporting, and maintaining servers and other computer systems, and planning for and responding to service outages and other problems. Work also includes presenting reports on performance at the manager, and executive levels; standardizing all incident identification, tracking, and reporting procedures; Brainstorming, formalizing and managing policies to ensure performance goals are met. Policy areas include but are not limited to records retention, data center environment, testing procedures, and backups; set-up and maintenance of multiple types of computer systems including Windows Server 2008, Exchange 2010 and VMWare 5.1 and later; analyzing system faults and troubleshooting and running diagnostic tests on operating systems and hardware to detect problems; responsible for all storage related hardware both HDD and tape based; initiate preventive maintenance on the computer systems as well as repair system/environment problems; 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? 42; Mr. Murray was the second highest scored applicant on the Storage and Management portion of the interview. He possesses the most extensive experience in Storage and Management of any member of the Systems team. EMC Storage and Management is the backbone of how the data and information of over 4500 city user accounts and is a critical component of the City's storage infrastructure. Of the 42 eligible applicants, the only other who possessed extraordinary qualifications was hired as an ITI Specialist III. The remaining candidates did not have an equal amount of technical experience, or did not score as highly in the interview process. The IT Specialist III who currently supports our storage environment has resigned, effective November 10, 2017.

Describe:	Minimum Qualification - from Job Announcement	Employee Qualification that Exceeds the Minimum	Details
	6 Years Relevant Experience	16 years of experience in IT Systems administrator's role and data center environment	Systems administrator from 2001 to present; most recent 5 years worked in stabilizing and maintaining data storage on relevant systems
	OR a 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 two (2) years of progressively responsible experience in a data center or system environment.	Bachelor's Degree (May 2018)	Employee exceeds experience required by 10 years and has completed 100 of 120 required credit hours for a Bachelor's in Applied Computing. Job only requires that employee meet experience OR education.
Certs/Training	CompTIA Security+, EMC ISM, ITIL v3 Foundations		• CompTIA Security+ - July 30, 2009 - COMP001009145988 • EMC E-Proven Professional (ISM) – 11/28/2008 (no certificate #) • ITIL v3 Foundations - 2/27/2015 - GR750156234BM

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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. Murray will become the primary storage and data engineer for the city. In addition to maintaining the stability of the system for the entire City of New Orleans' 4500 employees, Mr. Murray will be responsible for managing storage at the secondary and tertiary (remote) data centers, improving the City's disaster recovery platform.

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): 28

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 Brice Murray will be \$74,242.08. If we did not hire Mr. Murray as a civil servant, we would need to hire a similarly qualified person through one of our staff augmentation contracts. To hire such a contractor, the City would pay approximately \$193,336.00 annually for the resource. This is calculated based on a 2,080 hour year at a rate of \$92.95/hour. Hiring Mr. Lewis as a civil servant represents significant financial value over hiring a similarly skilled employee as a contractor.

Appointing Authority Approval

Name: Kimberly LaGrue

Date: 11/1/2017

Approval: Approved Denied

Comment:

Class & Pay Approval

Name: Samuel Stoute

Date: 11/3/2017

Approval: Approved Denied Cancel

Comment: Step 21 should equal 25% above the min (maximum allowed)