

Extraordinary Qualifications - Civil Service Form #1046

Requester Information

Name: JosiahMorgan Date: 7/18/2017
Email: jsmorgan@nola.gov
Phone Number: 504-658-5404
Department: NOPD

Employee Details

Employee Name: Harold Chambliss
Department: 270 - Police
Appointing Authority: Courtney Bagneris, John Thomas, Stephanie Landry, Derek Frick, Eric J Melancon, Josiah Morgan, John Salomone

Is this a promotion or a new hire?: New Hire (Hired Above Minimum)
Proposed Classification: POLICE TECHNICAL SPECIALIST III

Job Posting and Appointment

Type of Appointment: Provisional
Date of Appointment (if known): 6/24/2017
Duration of Job Posting: Contingous
Method(s) of Advertising?: Civil Service Website/Neogov

Detailed Position Description: Highly responsible technical work providing training programs designed to improve the proficiency of the K9 handler and dog and custom the canine to react and perform in various situations and environments. Work includes assisting in the preliminary phase of investigation for the apprehension of wanted suspects, developing and implementing regular training exercises for K9 handlers, collecting and maintaining accurate training records, researching best practices for narcotics detection for K9 and related work as required.

Qualifications

How many applicants were on the eligible list? How many possessed this qualification (described below)?

At time of appointment an eligible was not established. To date only one person has been placed on the eligible list.

Describe: Minimum Qualification - from Job Announcement Employee Qualification that Exceeds the Minimum Details

1.) High school diploma or G.E.D. Equivalency Diploma issued by a State Department of Education * 2.) Five (5) years of experience as a law enforcement canine trainer

1.) Employee possesses a Bachelor Degree 2.) Employee has 37 years as a law enforcement canine trainer

1.) Dillard University 2.) NOPD Special Operations Division

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

Law Enforcement K9 Training is unique and highly specialized. To effectively train police K-9 dogs, police K-9 handlers it is imperative that one must have prior knowledge and expertise in this area. Mr. Chambliss possesses over 37 years of K9 training experience and also has the unique skillset of NOPD policies and procedures as it relates to the training and handling of K-9 dogs. Also Mr. Chambliss is well versed as it relates to federal, state, and local laws relative to the use of K-9's in the use of search and seizures.

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

The years of experience Mr. Chambliss possesses will aid in successfully providing theoretical and simulation training and real life application of Law Enforcement K-9 techniques and tactics in the investigation of NOPD cases. Also, the advanced qualifications possessed by Mr. Chambliss will assist in ensuring the continuity of K-9 training for new staff members as they are assigned to the Special Operations Division.

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 Mr. Chambliss will provide a huge financial advantage to the City of New Orleans as NOPD continually identifies areas of operation that can be civilized in accordance with Consent Decree Mandates to reach ultimate Consent Decree Compliance. When the position was held by a commissioned officer the salary inclusive of longevity was approximately \$60K per year. Mr. Chambliss has agreed to a salary of approximately \$40K per year a net savings of approximately \$20K per year.

Appointing Authority Approval

Name: Josiah Morgan

Date: 7/18/2017

Approval: Approved Denied

Comment:

Class & Pay Approval

Name: Samuel Sioute

Date: 7/19/2017

Approval: Approved Denied Cancel

Comment: Approved as per Lisa Hudson's instructions in email dated 7/14/17