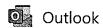
## Extraordinary Qualifications - Civil Service Form #3572

How many applicant	How many applicants were on the eligible list? After reviewing the register, how many possessed the extraordinary qualification(s) described below?:	sessed the extrao		There were four total applicants on the register. No other applicant on the register possessed extraordinary qualifications and the other candidates turned down the position due to the rate of pay. This candidate possess extraordinary qualifications for the Clinical Nurse Supervisor (Clinical Nurse Manager) position based on her 17 years of experience.
				ans of experience.
Describe:	Minimum Qualification - from Job Anouncement	Employee Qualii	Employee Qualification that Exceeds the Minimum	Details
	Graduation from an accredited school of professional nursing	Graduation from and BSN)	Graduation from an accredited school (MSN in Nursing Education and BSN)	ion Grand Canyon University (MSN) Our Lady of the Lake College (BSN)
-	4 years of professional experience in the field of public health nur sing.	Working as an R present (17 year	Working as an RN in a supervisory role since September 2007 to present (17 years).	1) Woman's Hospital-Baton Rouge, LA 2) St. James Parish Hospital-Lutcher, LA 3) Franciscan Missions uge, LA 4) Compass Hospita-Baton Rouge, LA 5) Pattent Care-Denham Springs, LA 6) Gifted Nurses-Parices-Baton Rouge, LA 8) Our Lady of the Lake Ascension-Gonzales, LA 9) Ochsner Health Systems-t al Center of Baton Rouge 11) Ochsner Medical Center-Baton Rouge, LA
Describe how sim	Describe how similar qualifications are not readily available in the labor market at the minimum rate:		This position requires qualifications to provide high qualifocal laws and regulations. This candidate possesses the focal laws and regulations. This candidate possesses the measures, clinical workflow, quality and performance im above are difficult to find at the minimum entrance rate.	This position requires qualifications to provide high quality medical care to HCH patients, while ensuring the clinic follows Federal, State and local laws and regulations. This candidate possesses the medical and professional experience needed to enhance the clinical quality measures, clinical workflow, quality and performance improvement initiatives, and oversee clinic staff. The extraordinary qualifications listed above are difficult to find at the minimum entrance rate.
	How are the duties of the position relevant to the advanced qualification?		lew Orleans HCH is a federal funded clinic prone to work with the homeless population, com	New Orleans HCH is a federal funded clinic providing access to comprehensive healthcare to a vulnerable population. This position requires one to work with the homeless population, community and social service agencies to meet the immediate healthcare needs of HCH patients.
			nealin outcomes.	
Are there other depa	Are there other departmental employees in this classification with the same or equivalent qualifications:		ÛYes ⊗No	
Additional Documentation	ntalion			
Attachment 1:	rent 1:			
Attachment 2:	tent 2:			
Attachment 3:	tent 3:			
Proposed Pay Rate				

THE PARTY OF THE P	Approval:   Approval:   Comment: Civil service does not have any chiections to this request at this time
	Name: Artasia Cannon
	Class & Pay Approval
	Comment:
	Name: Jennifer Avegno Date: 10/10/2024
	Appointing Authority Approval
al analysis): Hiring above the minimum entrance rate will allow the Health Department to acquire a well-qualified candidate that will retain the Rehiring or hiring someone that is not well-qualified will require additional time and money that could be better utilized with the reandidate. With this candidate's experience, they will be able to perform the role and job functions independently, without difficult	How will hiring this person at the rate specified be a financial advantage to the City? (Please provide an objective financial analysis):
	Rate Granted in Steps (maximum of 21): 21 Rate Granted as a Percentage (must be divisible by 1.25):



## WFG #3572

From Artasia N Cannon < Artasia. Cannon@nola.gov>

Date Fri 10/18/2024 9:29 AM

To Glenn R. Constable <grconstable@nola.gov>

Cc Tia N. Harrison <tnharrison@nola.gov>

Good morning,

Civil service does not have any objections to this request at this time.

Kind regards,

Tay Cannon (she/her)

Civil Service Department

504-658-3503

Artasia.cannon@nola.gov