

Extraordinary Qualifications - Civil Service Form #1459

Requester Information

Name: BrianneHart Date: 4/15/2019

Email: bchart@nola.gov

Phone Number: 504-658-5404

Department: NOPD

Employee Details

Employee Name: Sherman Joseph

Department: 270 - Police

Appointing Authority: Courtney Bagneris
 Bryan Bartholomew
 Marjory Patterson
 Jenerio Sanders
 Chris Goody
 John Salomone

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

Proposed Classification: POLICE ACADEMY INSTRUCTOR

Job Posting and Appointment

Type of Appointment: Probationary

Date of Appointment (if known):

Duration of Job Posting: Continuous

Method(s) of Advertising?: NEOGOV

Detailed Position Description:

- Utilizes diverse instructional methodologies based upon proven adult learning principles while presenting and incorporating classroom and practical, scenario-based performance outcome training programs.
- Researches, develops and evaluates practical application training exercises.
- Develops defensible test items and evaluation matrixes to be used for academic and practical application assessment in law enforcement training.
- Maintains a general knowledge of all areas of law enforcement to provide assistance to other instructors in the presentation of their assigned areas of instruction.
- Recruits, trains and schedules law enforcement officers from NOPD, other local, state and federal law enforcement agencies and other qualified instructors to assist with training.

Qualifications

How many applicants were on the eligible list? After reviewing the register, how many possessed the extraordinary qualification(s) described below?:

6 were on the eligible list, but only Mr. Sherman had the extraordinary qualifications listed below.

Describe:	Minimum Qualification - from Job Announcement	Employee Qualification that Exceeds the Minimum	Details
	Six (6) years law enforcement experience. Two (2) years of which must have included experience as an instructor, including experience in both classroom and practical scenario based training.	34 years of law enforcement experience.	20(+) years of supervisory tactical knowledge and 10(+) years of instructor experience teaching NOPD officers and recruits.

Describe how similar qualifications are not readily available in the labor market at the minimum rate: No other candidate that has been identified in the market with this level of experience in law enforcement with supervisory tactical knowledge and experience as being an instructor to NOPD's officers and recruits.

How are the duties of the position relevant to the advanced qualification?: The position is responsible for the instruction of students in basic, advanced and specialized law enforcement classes, courses, seminars and workshops at the NOPD Training Academy and satellite training sites. All of these duties have been performed by Mr. Sherman in the past.

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 hiring of Mr. Sherman will demonstrate an immediate financial advantage for the New Orleans Police Department's Police Academy with given his years of prior law enforcement, supervisory tactical knowledge, and experience as an instructor to NOPD's officers and recruits. Mr. Joseph will need significantly less time in training than the other minimal qualified applicants. The base salary for a Police Academy Instructor position is \$51,144, because Mr. Joseph has 20 years of supervisory tactical knowledge and over 10 years of instructor experience he has been offered \$59,386.24.

Appointing Authority Approval

Name: Bryan Bartholomew

Date: 4/16/2019

Approval: Approved Denied

Comment:

Class & Pay Approval

Name: Erica Burkhalter

Date: 4/23/2019

Approval: Approved Denied Cancel

Comment:

