

Extraordinary Qualifications - Civil Service Form #3022

Requester Information

Name: ChristopherMadison Date: 2/9/2023

Email: Christopher.Madison@nola.gov

Phone Number: 604-658-2424

Department: Mosquito & Termite Control

Employee Details

Employee Name: Timothy Madere

Department: 685 - Mosquito Control Board

Appointing Authority: Claude Riege

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

Proposed Classification: PEST CONTROL SPECIALIST III

Current Classification: PEST CONTROL SPECIALIST II

Job Posting and Appointment

Type of Appointment: Probationary

Date of Appointment (if known):

Duration of Job Posting: 2 weeks

Method(s) of Advertising?: Civil service job portal

Detailed Position Description: Responsible work in assisting, planning, and supervising field and laboratory activities in mosquito and/or termite ecology and control; and related work as required. Assisting with rodent control operations, supervision of employees and general mosquito control operations.

Qualifications

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

1 employee on the eligible list (T. Madere)

Describe:

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

The PCS 3 has specific skill sets that are gained by working at NOMTRCB. We have not been able to hire employees with the skill set that is gained at NOMTRCB. Specifically, finding employees that understand the mechanics of the spray equipment, how to calibrate and service the equipment and understand the topography and landscape of New Orleans and how to manage mosquitoes on a large scale.

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

Timothy has the job knowledge and rodent control experience and knowledge that exceeds this position. In addition, Timothy is a nationally recognized subject matter expert. He is cross trained and knowledgeable in the areas of mosquito, termite, and rodent control. He's able to provide his expertise with the identification of common vector and urban pests. He assists with training and safety in order to prevent accidents and injury on the job while setting traps and performing rodent surveillance. This work can be hazardous and extra certifications show his proactivity in keeping a safe workplace. He also has advanced knowledge in computer use, especially with specialty software such as Drop Vision to analyze droplet (adulicides) as well as adulticiding mapping software. He conducts projects to evaluate efficacy of methodology. In addition, he's a sought out speaker on the subject of Urban Rodentology.

Are there other departmental employees in this classification with the same or equivalent qualifications: Yes No

List the other departmental employees in this classification with the same or equivalent qualifications (an Extraordinary Qualifications form should be submitted for each):

| Employee Name | Date of Hire/Current Salary | Minimum Qualification - from Job Announcement | Employee Qualification that Exceeds the Minimum | Details |
|----------------|-----------------------------|--|---|---------|
| Princeton King | 6-5-2005/ \$59,366.25 | Permanent or probationary status as a Pest Control Specialist II with the New Orleans Mosquito, Termite and Rodent Control Board and any combination of five (5) years of experience in the areas of mosquito, termite and rodent control. | HAZWOPER/OSHA certification LDAF applicator license 16 years of mosquito, termite and rodent control experience with CNO Mosquito Control Board (June 2006 – present) Probationary w/otr permanent status | |

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):

This person has an extraordinary skill set. In order to bring in someone with this type of experience, it will cost far more than the request. In addition, the job is very specific and the trained and skilled pool of people is very low. We will need two people with r control field experience to complete the work he does. He is highly productive and has niche, industry related knowledge that is available

Appointing Authority Approval

Name: Claudia Riegel

Date: 2/13/2023

Approval: Approved Denied

Comment:

Class & Pay Approval

Name: Matthew Downey

Date: 2/16/2023

Approval: Approved Denied Cancel

Comment:

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