

HUMAN RESOURCES DEPARTMENT

Hiring Department's Request to Offer Salary Above Step 3

Candidate's Name	Mohammad Khan	Position to be Filled	System Integrator V
Requested by (Hiring Manager)	DuWayne Joarnt	Hiring Manager's Job Title	BIS Manager
Hiring Department	BIS	Date of Request	9/14/05

<u>Criteria Considered</u>	<u>Minimum Qualifications of Vacancy</u>	<u>Current Qualifications of Candidate</u>
1. Number of years of similar or related work experience	Four years of experience in application development	Over seven (7) years of application development experience.
2. Relevant work/professional experience and accomplishments		Applicant has over seven (7) years of PL/SQL, Oracle Forms & Reports and TOAD experience, which is relevant to the work that will be done with the <u>KIVA system</u> . Applicant also has completed coursework in Cold Fusion and has web development experience as well.
3. Relevant educational/training accomplishments	Bachelors Degree in Computer Science or equivalent, specialized training.	Applicant has a Bachelors Degree in Computer Science from Mankato State University. Cold Fusion class work. This is important as all of the web-based and remote-based applications utilize a Cold Fusion application server that is bundled with the KIVA application solution.
4. Relevant set of knowledge/skills/abilities		Applicant has a unique combination of knowledge, skills, and abilities that will be very valuable to the City of Minneapolis: Over seven (7) years of PL/SQL, Oracle Forms & Reports and TOAD experience; coursework in Cold Fusion; web development experience.
5. Other relevant criteria		In addition, there is a backlog of BIS work requests from Regulatory Services of over 6,500 hours. Mr. Khan is a seasoned professional in this field and is the ideal candidate to help us reduce this backlog.

Difficulty in filling the position because of unique skill requirements	<p>The position requires a unique combination of hard to find technical skills and experience and Mr. Khan meets or exceeds the requirements for this position in several critical areas. Mr. Khan was one of only two applicants who met the minimum qualifications for the position and is the only candidate with any experience with Cold Fusion, the web application server utilized in the Kiva System. In relevant professional experience, for example, his 7 years experience with Oracle Forms & Reports, PL/SQL, and TOAD (Tool for Oracle Application Developers) exceeds the experience that was <i>preferred</i> in a qualified candidate.</p> <p>In addition, there is a backlog of BIS work requests from Regulatory Services of over 6,500 hours. Mr. Khan is a seasoned professional in this field and is the ideal candidate to help us reduce this backlog.</p>
Department's capacity to pay for the higher starting salary	

Salary Range for Position	Current Salary of Candidate	Proposed Salary
\$50,924 - \$74,765	\$55K/year in Coralville, IA which is	Applicant is requesting \$67K/year to relocate to from

	located 2 hours east of Des Moines.	Iowa to Minnesota and work for the City of Minneapolis.
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Approved (Director of Human Resources)	Signature <i>Frank G. Fred</i>	Date 9/29/05
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