

CIVIL SERVICE COMMISSION MEETING

CITY OF DAVENPORT, IOWA

WEDNESDAY, JULY 21, 2021; 9:00 AM

CITY HALL | 226 WEST FOURTH STREET | DAVENPORT, IOWA | 52801

I. Call to Order

II. Approval of today's Agenda

III. Approval of Minutes

IV. New Business

A. Police Officer Recruitment Process | Fall 2021

V. Old Business

VI. Certification Lists

A. Police Officer

B. Application & Software Integration Developer

C. Laborer

D. Packer Driver/Loader

VII. Adjournment

VIII. Next Meeting Date:

A. Wednesday, August 11, 2021 | 9:00AM

CITY OF DAVENPORT

CIVIL SERVICE COMMISSION

WEDNESDAY, JUNE 10, 2020; 9:00 AM

CITY HALL | 226 WEST FOURTH STREET

MINUTES

Commissioners Present: Patt Zamora, Michael Schertz, Karen Guest, Jerald Thomas, and Toby Paone

Ex-Officio Member Present: Latrice Lacey

Staff Present: Mallory Merritt (HR Director), Christina Mondanaro-Murphy (Assistant HR Director), Courtney Jones (Talent Acquisition & Project Manager), Kari Thoren (Administrative Assistant)

- I. The meeting was called to order by Chair Zamora at 9:01
- II. Agenda: Commissioner Guest moved to approve the agenda, it was seconded by Commissioner Thomas. All were in favor.
- III. Minutes: Commissioner Thomas moved to approve the minutes for the May 13, 2020 meeting, it was seconded by Commissioner Guest. All were in favor.
- IV. New Business:
 - a. Approve Qualifications for Administrative Support Specialist Position
 - i. Manager Jones brought forward the new position of Administrative Support Specialist. After discussion the Commission recommended editing the qualification stating "Bachelor's degree in business, business administration, or a closely related field; or three years of office clerical work" to read "Bachelor's degree; or three years of office clerical work"
 - ii. Commissioner Guest moved to accept qualifications for Administrative Support Specialist with the edit, it was seconded by Commissioner Paone. All were in favor.
- V. Old Business:
- VI. Certified Lists: A discussion was held amongst the Commission regarding the below lists. Commissioner Thomas moved to approve the lists, it was seconded by Commissioner Guest. All were in favor.
 - a. Laborer
 - b. Plant Operator
 - c. Sewer Maintenance Worker
 - d. Systems & Security Engineer
 - e. Horticulture Supervisor
- VII. Adjournment: Commissioner Paone moved to adjourn the meeting, it was seconded by Commissioner Schertz. All were in favor.



DAVENPORT

HUMAN RESOURCES

DATE: July 21, 2021

TO: Davenport Civil Service Commission

CC: Alison Fleming, Human Resources Director & Commission Clerk;

RE: Late Summer/Fall 2021 Police Officer hiring process

For the Late Summer/Fall 2021 Police Officer hiring process, the Human Resources Department and Police Department hereby submit the following certification process and procedures for approval:

- Applications will be accepted beginning in August.
- City will administer the state mandated physical ability test on three dates. This test includes three basic components including one-minute sit-ups, one-minute push-ups, and a 1.5 mile run. Each component must be passed based on the age/gender matrix outlined by the state.
- City will administer a state mandated written exam (POST) on three dates. This test includes arithmetic, reading comprehension, grammar, and incident report writing. The candidate must pass each section with a score of at least 70%. Study guides are available to applicants.
- Backgrounds and polygraphs will be conducted based on information submitted by the candidates in a personal history questionnaire.
- All finalists will be interviewed by a panel, and must score an average of 8 (Adequate) on a scale of 10.
- The cumulative weight of this process is POST Written Exam (30%) and Final Interview (70%).

Retaining a qualified and diverse talent pool for this position remains a key focus area for both the Police Department and Human Resources. Collaboratively, informational workshops will be hosted at various locations in our community, and several other recruitment tools will be employed such as partnering with local organizations (i.e. NAACP and LULAC), local media outlets, and outreach to educational & spiritual institutions.

Scott J. VanDeWoestyne
Talent & Inclusion Administrator
(563) 326-6188 (Direct)
scott.vandewoestyne@davenportiowa.com



THE CITY OF
DAVENPORT
IOWA | USA

CIVIL SERVICE COMMISSION CERTIFICATION LISTS

HUMAN RESOURCES

July 21, 2021

POLICE OFFICER



- » **Entry level position in the Police Department**
- » **Written examination: 30%**
- » **Interview: 70%**
- » **List ready for certification**
- » **Salary range \$60,079 - \$84,813 | Police Union**

POLICE OFFICER

Minimum Qualifications

- » **Must be 21 years of age at the time of list certification (July 21, 2021)**
- » **High school diploma or GED AND at least 30 college credits from an accredited college or university.**
- » **Must be able to pass a physical ability test.**
- » **Must be able to pass a background & polygraph investigation.**
- » **Must become a resident of Scott County or Muscatine County lying east of the Fifth Principal Meridian within two years of hire.**

POLICE OFFICER

Process Statistics

- » 62 applicants
- » 50 Candidates were qualified and invited to participate in the physical ability testing; 3 withdrew; 18 did not schedule; 5 did not show; 7 failed.
- » 17 Candidates passed the physical ability testing and were invited to take the written examination; 6 failed.
- » 11 Candidates passed the POST written examination.
- » 11 Candidates were invited to participate in the background & polygraph investigation; 2 withdrew; 5 failed.
- » 4 Candidates passed the background and polygraph investigation and were invited to participate in the interview; 1 failed.
- » 3 Candidates passed the interview.
- » 3 Candidates on certification list.

Applicants by Step Report

: All Applications (Active & Archived)

Generated by Scott VanDeWoestyne on 07/19/2021 11:08:49

Exam #:

1405

Exam Plan: POLICE OFFICER - Spring 2021

Class Title: POLICE OFFICER

Recruiter: VanDeWoestyne, Scott



Step #	Step Type	Person ID	Dispc	Inactivation Reason	Gender	Ethnicity	Age Group
3	Physical Ability						
		47064536	Fail	Withdrew from process	f	h	18-21
		46693359	Fail	Did Not Schedule Exam by Deadline	f	h	22-25
		46608893	Fail	Withdrew from process	f	w	
		17646905	Fail	Did Not Schedule Exam by Deadline	f	w	26-39
		24932267	Fail	Did Not Schedule Exam by Deadline	f	w	26-39
		19728614	Fail	Did not show for test	f	w	26-39
		35775473	Fail	Did Not Schedule Exam by Deadline	m	b	22-25
		46139588	Fail	Did Not Schedule Exam by Deadline	m	b	22-25
		30677324	Fail	Did not show for test	m	b	26-39
		13306856	Fail	Did not show for test	m	b	26-39
		47197107	Fail	Did Not Schedule Exam by Deadline	m	h	18-21
		45764866	Fail	Did Not Schedule Exam by Deadline	m	h	26-39
		8234021	Fail	Failed Agility/Performance Tests	m	h	26-39
		34017230	Fail	Did Not Schedule Exam by Deadline	m	w	
		45798116	Fail	Failed Agility/Performance Tests	m	w	18-21
		39282101	Fail	Failed Agility/Performance Tests	m	w	18-21
		43682667	Fail	Failed Agility/Performance Tests	m	w	18-21
		46204837	Fail	Did Not Schedule Exam by Deadline	m	w	22-25
		44621443	Fail	Did Not Schedule Exam by Deadline	m	w	22-25
		45018165	Fail	Did Not Schedule Exam by Deadline	m	w	22-25
		43842914	Fail	Did Not Schedule Exam by Deadline	m	w	22-25

4	POST Written Exam	32862883	Fail	Did not show for test	m	w	22-25
		47172881	Fail	Failed Agility/Performance Tests	m	w	22-25
		18504592	Fail	Did Not Schedule Exam by Deadline	m	w	26-39
		34633270	Fail	Did Not Schedule Exam by Deadline	m	w	26-39
		23568568	Fail	Did Not Schedule Exam by Deadline	m	w	26-39
		26663686	Fail	Did Not Schedule Exam by Deadline	m	w	26-39
		12792290	Fail	Did Not Schedule Exam by Deadline	m	w	26-39
		31261079	Fail	Did Not Schedule Exam by Deadline	m	w	26-39
		36027096	Fail	Did not show for test	m	w	26-39
		39874996	Fail	Failed Agility/Performance Tests	m	w	26-39
		25659055	Fail	Failed Agility/Performance Tests	m	w	26-39
		47094910	Fail	Withdrew from process	m	w	26-39
5	Polygraph & Background Investigation	5885346	Fail	Scored below a 70%	m	h	40-55
		13597555	Fail	Scored below a 70%	m	w	26-39
		32985324	Fail	Scored below a 70%	m	w	26-39
		34441403	Fail	Scored below a 70%	m	w	22-25
		47059370	Fail	Scored below a 70%	m	w	26-39
		39080755	Fail	Scored below a 70%	m	w	22-25
		7150959	Fail	Failed Background Investigation	m	b	26-39
		46661955	Fail	Failed Background Investigation	m	w	22-25
		46640259	Fail	Failed Background Investigation	m	w	22-25
		31474413	Fail	Withdrew from process	m	w	22-25
6	Final Interview	17943040	Fail	Failed Background Investigation	m	w	26-39
		17411530	Fail	Failed Background Investigation	m	w	26-39
		18617882	Fail	Withdrew from process	m	w	26-39
		31820698	Fail	Scored below a 70%	m	w	
		40835328	Active		m	w	22-25
		18430061	Active		m	w	22-25
		47183672	Active		m	w	18-21

APPLICATION & SOFTWARE INTEGRATION DEVELOPER



- » **Entry level position in the Information Technology Department**
- » **Practical: 30%**
- » **Interview: 70%**
- » **List ready for certification**
- » **Salary range: \$74,563 - \$97,832 | Non-Bargaining**

APPLICATION & SOFTWARE INTEGRATION DEVELOPER



Minimum Qualifications

- » Bachelor's degree in computer science and three years of work experience; or an equivalent combination of training and experience.
- » Must pass a background check as prescribed by the City of Davenport.
- » Must become an Iowa resident within two years of hire date and maintain residency throughout duration of employment (per Iowa Code 400.17).

APPLICATION & SOFTWARE INTEGRATION DEVELOPER



Process Statistics

- » **5 Applicants**
- » **4 Candidates were qualified and invited to participate in the practical examination; 1 did not show; 2 scored below 70%.**
- » **1 Candidate passed the practical examination.**
- » **1 Candidate was invited to participate in the interview.**
- » **1 Candidate passed the interview.**
- » **1 Candidate passed the background check.**
- » **1 Candidate on certification list.**

Applicants by Step Report

: All Applications (Active & Archived)

Generated by Gina Lechvar on 07/12/2021 15:40:50

Exam #:	1412						
Exam Plan:	Application & Software Integration Developer						
Class Title:	Application & Software Integration Developer						
Recruiter:	Lechvar, Gina						
Step #	Step Type	Person ID	Disposition	Inactivation Reason	Gender	Ethnicity	Age Group
1	Application Received						
		6778474	Fail	Does Not Meet Minimum Qualifications	m	w	56-70
2	Exam						
		47127409	Fail	Scored below 70%	m	w	26-39
		42760279	Fail	Scored below 70%	m	b	40-55
		30308290	Fail	Did not show for test	m	h	26-39
3	In-Person Interview						
4	Background Check						
	Eligible	47054317	Active	Scored above 70%	m	w	26-39

LABORER

- » **Entry level position in the Streets and Sewers Divisions of Public Works**
- » **Written examination: 30%**
- » **Interview: 70%**
- » **List ready for certification**
- » **Salary range: \$38,785 - \$48,826 | Teamsters Union**

LABORER

Minimum Qualifications

- » **Must be able to possess and maintain throughout the duration of employment a valid Iowa Class B Commercial Driver's License (CDL) with the air brakes endorsement.**
- » **Must pass a physical examination and a background check as prescribed by the City of Davenport.**
- » **Must become an Iowa resident within two years of hire date and maintain residency throughout duration of employment (per Iowa Code 400.17).**

Process Statistics

- » 52 Applicants
- » 52 Candidates were qualified and invited to participate in the written examination; 5 did not show; 25 did not schedule.
- » 22 Candidates passed the written examination.
- » 22 Candidates were invited to participate in the interview; 3 did not schedule; 1 scored below 70%.
- » 18 Candidates passed the interview.
- » Rule 2.8 states, “The commission hereby determines that no more than 15 individuals shall be placed on a list for original appointment for all positions except police officer and firefighter.”
- » 15 Candidates passed the background check; 1 failed.
- » 1 employee requested a voluntary demotion.
- » Rule 2.1 states, “An employee requesting a voluntary demotion shall not be required to take the necessary examination. An employee who qualifies for a voluntary demotion shall have their name added to the certified list for consideration.”
- » 16 Candidates on certification list.

Applicants by Step Report

: All Applications (Active & Archived)

Generated by Gina Lechvar on 07/15/2021 09:27:51

Exam #:	1406							
Exam Plan:	Laborer							
Class Title:	LABORER							
Recruiter:	Lechvar, Gina							
Step #	Step Type	Person ID	Disposition	Inactivation Reason	Gender	Ethnicity	Age Group	
1	Application Received							
2	Written Exam							
		46990597	Fail	Did Not Schedule Exam by Deadline	f	w	18-21	
		29563207	Fail	Did Not Schedule Exam by Deadline	m	am	22-25	
		44198707	Fail	Did Not Schedule Exam by Deadline	m	b	18-21	
		34416544	Fail	Did Not Schedule Exam by Deadline	m	b	22-25	
		43662844	Fail	Did not show for test	m	b	22-25	
		10087594	Fail	Did not show for test	m	b	26-39	
		10822914	Fail	Did not show for test	m	b	40-55	
		47081487	Fail	Did Not Schedule Exam by Deadline	m	h	26-39	
		29321601	Fail	Did not show for test	m	h	26-39	
		34465613	Fail	Did Not Schedule Exam by Deadline	m	w		
		47108976	Fail	Did not show for test	m	w	18-21	
		47035999	Fail	Did Not Schedule Exam by Deadline	m	w	22-25	
		47060653	Fail	Did Not Schedule Exam by Deadline	m	w	22-25	
		47077701	Fail	Did Not Schedule Exam by Deadline	m	w	22-25	
		37953549	Fail	Did Not Schedule Exam by Deadline	m	w	22-25	
		45352768	Fail	Did Not Schedule Exam by Deadline	m	w	26-39	
		46997842	Fail	Did Not Schedule Exam by Deadline	m	w	26-39	
		39883134	Fail	Did Not Schedule Exam by Deadline	m	w	26-39	
		15650642	Fail	Did Not Schedule Exam by Deadline	m	w	26-39	
		46859049	Fail	Did Not Schedule Exam by Deadline	m	w	26-39	
		40631099	Fail	Did Not Schedule Exam by Deadline	m	w	26-39	
		24774636	Fail	Did Not Schedule Exam by Deadline	m	w	26-39	
		46619541	Fail	Did Not Schedule Exam by Deadline	m	w	40-55	
		47001764	Fail	Did Not Schedule Exam by Deadline	m	w	40-55	
		47030880	Fail	Did Not Schedule Exam by Deadline	m	w	40-55	

		44644490	Fail	Did Not Schedule Exam by Deadline	m	w	40-55
		46619541	Fail	Did Not Schedule Exam by Deadline	m	w	40-55
		819569	Fail	Did Not Schedule Exam by Deadline	m	w	40-55
		46109217	Fail	Did Not Schedule Exam by Deadline	m	w	40-55
		47029953	Fail	Did Not Schedule Exam by Deadline	m	w	56-70
3	In person interview						
		47090951	Pass	Scored above 70%	m	am	18-21
		11047253	Pass	Scored above 70%	m	w	40-55
		47064895	Fail	Scored below 70%	m	w	26-39
		46277334	Fail	Did Not Schedule Exam by Deadline	m	w	22-25
		45018165	Fail	Did Not Schedule Exam by Deadline	m	w	22-25
		14118643	Fail	Did Not Schedule Exam by Deadline	m	w	40-55
4	Background Check						
		30361562	Fail	Failed Background Investigation	m	w	40-55
	Eligible	44775522	Active	Scored above 70%	m	w	26-39
		30394747	Active	Scored above 70%	m	w	26-39
		46363426	Active	Scored above 70%	m	h	18-21
		46819777	Active	Scored above 70%	m	h	22-25
		43331240	Active	Scored above 70%	m	h	22-25
		38974623	Active	Scored above 70%	m	w	40-55
		47028366	Active	Scored above 70%	m	h	22-25
		46189453	Active	Scored above 70%	m	w	40-55
		35222674	Active	Scored above 70%	m	w	
		34618213	Active	Scored above 70%	m	b	18-21
		9903335	Active	Scored above 70%	m	w	40-55
		5396849	Active	Scored above 70%	m	w	26-39
		47094200	Active	Scored above 70%	m	b	18-21
		1618371	Active	Scored above 70%	m	h	
		47108954	Active	Scored above 70%	m	w	22-25

PACKER DRIVER/LOADER

- » **Entry level position in the Solid Waste Division of Public Works**
- » **Written examination: 30%**
- » **Interview: 70%**
- » **List ready for certification**
- » **Salary range: \$43,950 - \$54,355 | Teamsters Union**

PACKER DRIVER/LOADER

Minimum Qualifications

- » High School diploma or GED, and one year of successful experience operating solid waste collection vehicles and equipment or related automotive equipment, with collection experience preferred; or an equivalent combination of training and experience.
- » Must possess and maintain throughout the duration of employment a valid Iowa Class B Commercial Driver's License (CDL) with the air brakes endorsement.
- » Must pass a physical examination and a background check as prescribed by the City of Davenport.
- » Must become an Iowa resident within two years of hire date and maintain residency throughout duration of employment (per Iowa Code 400.17).

PACKER DRIVER/LOADER

Minimum Qualifications

- » High School diploma or GED, and one year of successful experience operating solid waste collection vehicles and equipment or related automotive equipment, with collection experience preferred; or an equivalent combination of training and experience.
- » Must possess and maintain throughout the duration of employment a valid Iowa Class B Commercial Driver's License (CDL) with the air brakes endorsement.
- » Must pass a physical examination and a background check as prescribed by the City of Davenport.
- » Must become an Iowa resident within two years of hire date and maintain residency throughout duration of employment (per Iowa Code 400.17).

PACKER DRIVER/LOADER

Process Statistics

- » **26 Applicants**
- » **13 Candidates were qualified and invited to participate in the written examination; 3 did not show.**
- » **10 Candidates passed the written examination; 1 failed the background.**
- » **9 Candidates were invited to participate in the interview.**
- » **9 Candidates passed the interview.**
- » **9 Candidates passed the background check.**
- » **9 Candidates on certification list.**

Applicants by Step Report

: All Applications (Active & Archived)

Generated by Gina Lechvar on 07/12/2021 15:06:04

Exam #:	1407						
Exam Plan:	Packer Driver/Loader						
Class Title:	PACKER DRIVER/LOADER						
Recruiter:	Lechvar, Gina						
Step #	Step Type	Person ID	Disposition	Inactivation Reason	Gender	Ethnicity	Age Group
1	Application Received						
		46990597	Fail	Does Not Meet Minimum Qualifications	f	w	18-21
		34618213	Fail	Does Not Meet Minimum Qualifications	m	b	18-21
		43662844	Fail	Does Not Meet Minimum Qualifications	m	b	22-25
		43996633	Fail	Does Not Meet Minimum Qualifications	m	h	26-39
		24209928	Fail	Does Not Meet Minimum Qualifications	m	w	26-39
		39883134	Fail	Does Not Meet Minimum Qualifications	m	w	26-39
		5396849	Fail	Does Not Meet Minimum Qualifications	m	w	26-39
		47095088	Fail	Does Not Meet Minimum Qualifications	m	w	26-39
		47110370	Fail	Does Not Meet Minimum Qualifications	m	w	26-39
		43669128	Fail	Does Not Meet Minimum Qualifications	m	w	26-39
		46619541	Fail	Does Not Meet Minimum Qualifications	m	w	40-55
		819569	Fail	Does Not Meet Minimum Qualifications	m	w	40-55
		43705824	Fail	Does Not Meet Minimum Qualifications	m	w	40-55
2	Written Exam						
		47022019	Fail	Did not show for test	f	w	26-39
		46361355	Fail	Failed Background Investigation	m	h	40-55
		1618371	Fail	Did not show for test	m	h	56-70
		23046157	Fail	Did not show for test	m	w	26-39
3	In-Person interview						
4	Background Check						
	Eligible	30394747	Active	Scored above 70%	m	w	26-39
		7519797	Active	Scored above 70%	m	w	40-55
		38974623	Active	Scored above 70%	m	w	40-55
		26306954	Active	Scored above 70%	m	b	26-39
		47060414	Active	Scored above 70%	m	w	40-55
		47066380	Active	Scored above 70%	m	h	26-39
		47069735	Active	Scored above 70%	m	w	26-39
		47058511	Active	Scored above 70%	m	w	26-39
		33915278	Active	Scored above 70%	m	w	26-39

THANK YOU





DAVENPORT

HUMAN RESOURCES

July 21, 2021

Honorable Mayor and City Council
City Hall
226 West Fourth Street
Davenport, Iowa | 52801

Honorable Mayor and City Council:

At its regular meeting on July 21, 2021, the City of Davenport's Civil Service Commission reviewed four civil service lists for consideration. The lists are as follows:

1. Police Officer
2. Application & Software Integration Developer
3. Laborer
4. Packer Driver/Loader

On an affirmative vote, the Civil Service Commission accepts and certifies the above mentioned lists and hereby notifies and forwards them to the Davenport Mayor and City Council as an elected body.

Respectfully submitted,

Michael Schertz
Commission Chair
July 21, 2021

CIVIL SERVICE COMMISSION—CERTIFICATION ROSTER

JOB CODE: 3111 EXAM PLAN: 1405
To be completed by Hiring Department. Please enter the appropriate code from the list below for each candidate on each job opening. Please return this form to the Human Resources Department. Thank you.

Chair Noted Date 7-21-21

Commissioner Kunz

Commissioner Paul Brown

Commissioner Tracy W. Paine

Commissioner _____

RESULT CODES:

1. Appointed
2. Hired other candidate
3. Disqualified (Attach Documentation)
4. Not interested in this position, retrain on list
5. No longer interested, remove from list
6. Not contacted

1. Appointed
2. Hired other candidate
3. Disqualified (Attach Documentation)
4. Not interested in this position, retain on list
5. No longer interested, remove from list
6. Not contacted
7. Unable to contact at given location
8. Failed to report for interview

PAGE 1 OF 1

EXPIRATION DATE: July 20, 2022

Please return this form to the Human Resources Department. Thank you.

INITIAL OF
APPOINTING
AUTHORITY

Commissioner _____

1. Appointed
2. Hired other candidate
3. Disqualified (Attach Documentation)
4. Not interested in this position, retain on list
5. No longer interested, remove from list
6. Not contacted
7. Unable to contact at given location
8. Failed to report for interview

PREFERENCE CODE:
P—Eligible for preference
See Iowa Code 400.28

CIVIL SERVICE COMMISSION—CERTIFICATION ROSTER

POSITION: Laborer
TYPE OF LIST: Entry
CERTIFICATION DATE: July 21, 2021
EXPIRATION DATE: July 20, 2022

JOB CODE: 5131 EXAM PLAN: 1406

To be completed by Hiring Department.
Please enter the appropriate code from the list below for each candidate on each job opening.

Please return this form to the Human Resources Department. Thank you.

ELIGIBLE CANDIDATES		RESULT CODE	DATE OF APPOINTMENT
Kail Gilmore			
George Miller			
Tristan Morse			
Luke Krantz			
Leo Yerington III			
Mario Pena			
Quentin Smith			
Greg Ergle			
Dylan Estlund			
Eric Garcia			
Jonathan Garcia			
Michael Brown			
Christopher Lindell			
Tavien Bolden			
Creighton Fox			

INITIAL OF APPOINTING AUTHORITY

Chair [Signature] Date 7/21/21Commissioner [Signature]Commissioner [Signature]Commissioner [Signature]

Commissioner _____

RESULT CODES:

1. Appointed
2. Hired other candidate
3. Disqualified (Attach Documentation)
4. Not interested in this position, retain on list
5. No longer interested, remove from list
6. Not contacted
7. Unable to contact at given location
8. Failed to report for interview

PREFERENCE CODE:

P—Eligible for preference
See Iowa Code 400.28

CIVIL SERVICE COMMISSION—CERTIFICATION ROSTER

JOB CODE: 5131 EXAM PLAN: 1406
To be completed by Hiring Department. Please enter the appropriate code from the list below for each candidate on each job opening. Please return this form to the Human Resources Department. Thank you.

Chair *None* Date 7/21/21

Commissioner *[Signature]*

Commissioner *[Signature]*

Commissioner *[Signature]*

Commissioner *[Signature]*

Commissioner *[Signature]*

RESULT CODES:

1. Appointed
2. Hired other candidate
3. Disqualified (Attach Documentation)
4. Not interested in this position, retrain on list
5. No longer interested, remove from list
6. Not contacted
7. Disqualified (Attach Documentation)

1. Appointed
2. Hired other candidate
3. Disqualified (Attach Documentation)
4. Not interested in this position, retain on list
5. No longer interested, remove from list
6. Not contacted
7. Unable to contact at given location
8. Failed to report for interview

PAGE 1 OF 1

CIVIL SERVICE COMMISSION—CERTIFICATION ROSTER

POSITION: Packer Driver/Loader

TYPE OF LIST: Entry

CERTIFICATION DATE: July 21, 2021

EXPIRATION DATE: July 20, 2022

JOB CODE: 5265 EXAM PLAN: 1407

To be completed by Hiring Department.

Please enter the appropriate code from the list below for each candidate on each job opening.

Please return this form to the Human Resources Department. Thank you.

ELIGIBLE CANDIDATES		RESULT CODE	DATE OF APPOINTMENT
Luke Krantz			
Michael Brown			
Kipp Andresen			
Juan Hernandez			
Richard Bennett			
Steven Ehrhardt			
Shawn Struck			
Kevin Gould			
Travaris Haywood			

INITIAL OF
APPOINTING
AUTHORITYChair *Mark Best* Date 7/21/21Commissioner *Kim Jones*Commissioner *Kevin Gould*Commissioner *Toby W. Padon*

Commissioner _____

RESULT CODES:

1. Appointed
2. Hired other candidate
3. Disqualified (Attach Documentation)
4. Not interested in this position, retain on list
5. No longer interested, remove from list
6. Not contacted
7. Unable to contact at given location
8. Failed to report for interview

PREFERENCE CODE:

P—Eligible for preference
See Iowa Code 400.28