

**MINUTES OF THE REGULAR MEETING OF THE
AMES CIVIL SERVICE COMMISSION**

AMES, IOWA

OCTOBER 28, 2021

The Regular Meeting of the Ames Civil Service Commission was called to order by Chairperson Mike Crum at 8:16 a.m. on October 28, 2021. As it was impractical for the Commission members to attend in person, Commission Chairperson Mike Crum and Commission Members Harold Pike and Kim Linduska were brought in telephonically. Also participating telephonically was Human Resources Director Bethany Jorgenson.

APPROVAL OF MINUTES OF SEPTEMBER 23, 2021: Moved by Crum, seconded by Linduska, to approve the Minutes of the September 23, 2021, Regular Civil Service Commission meeting.
Vote on Motion: 3-0. Motion declared carried unanimously.

CERTIFICATION OF ENTRY-LEVEL APPLICANTS: Moved by Pike, seconded by Linduska, to certify the following individuals to the Ames City Council as Entry-Level Applicants:

<u>Mechanic - CyRide</u>	Earl (Mark) Peterson	94
	James (Jim) Johnson	82
	Scott Hassler	80*
	Daniel Rekemeyer	78

*Includes preference points

<u>Police Officer</u>	Daniel Simcox	88
	Noah DeVenney	80
	Jeannie Boro	73
	John Hopper	70

<u>Power Plant Auxiliary Operator</u>	Kenneth King	85*
	John Russell	76
	Rick Lowe	76
	David Crawley	73
	Dylan Safly	73

*Includes preference points

<u>Process Maintenance Worker</u>	James Hammen	86*
	Tim Seemann	82
	Brian Lewis	79
	Christian Pitt	78
	Carson Burchland	73
	Thomas Miller	72

*Includes preference points

Vote on Motion: 3-0. Motion declared carried unanimously.

REQUEST TO REMOVE NAME FROM POWER PLANT MAINTENANCE MECHANIC CERTIFIED LIST: Human Resources Director Bethany Jorgenson advised that the Entry-Level List consisting of two candidates for the Power Plant Maintenance Mechanic was certified by the Commission on August 26, 2021. The reason for the request to remove a name from that Certified List is due to one candidate accepting an offer with the City of Ames and the other viable candidate declining the City's

Offer of Employment on September 28, 2021. Therefore, there are no candidates remaining on the List.

Moved by Linduska, seconded by Crum, to approve the request to remove a name from the Power Plant Maintenance Mechanic Certified List.

Vote on Motion: 3-0. Motion declared carried unanimously.

COMMENTS: Director Jorgenson informed the Commission that it will see more requests to remove candidates from Police Officer Certified Lists and certify new Lists. She noted that the City is trying a new tactic in an effort to fill the ten vacant Police Officer positions. Ms. Jorgenson explained that the City will be running monthly written and agility testing. At the inquiry of Chairperson Crum as to the testing process, Director Jorgenson advised that those who pass the written and agility tests are interviewed. Each candidate's Civil Service score is determined by the interview. The agility and written tests serve as hurdles and determine who will be invited to interview. To receive a passing score, a candidate must score 70% or higher on the Civil Service Exam. According to Ms. Jorgenson, the Background Check is extensive and takes a lot of time; however, staff is trying to get those done faster.

Commission Member Pike asked if the applicants have become better or worse with the political climate across the nation. Director Jorgenson replied that Human Resources is seeing really good candidates, and those who make it through the process seem to have good qualities that align with the City's values.

Chairperson Crum asked if police officers were subject to a residency requirement. Ms. Jorgenson stated that the Union Contract does require police officers to live within so many miles from Ames; however, it is not limited to just the boundaries of Ames.

The Commission members were reminded that, at their September meeting, they had approved moving the Regular Meetings in November and December up a week (to November 18 and December 16, 2021, respectively) due to City Hall being closed for the holidays. Therefore, the next Regular Meeting of the Ames Civil Service Commission is scheduled for November 18, 2021, at 8:15 a.m.

ADJOURNMENT: The meeting adjourned at 8:29 a.m.

Michael R. Crum, Chairperson

Diane R. Voss, City Clerk