

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

AMES, IOWA

JANUARY 27, 2022

The Regular Meeting of the Ames Civil Service Commission was called to order by Chairperson Mike Crum at 8:15 AM on January 27, 2022. As it was impractical for the Commission members to attend in person, Commission Chairperson Mike Crum and Commission Members Kim Linduska and Harold Pike were brought in telephonically. Also participating telephonically was Human Resources Director Bethany Jorgenson.

APPROVAL OF MINUTES OF DECEMBER 16, 2021: Moved by Pike, seconded by Linduska, to approve the Minutes of the December 16, 2021, Regular Civil Service Commission meeting.
Vote on Motion: 3-0. Motion declared carried unanimously.

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

<u>Environmental Engineer I</u>	Matthew Jacob	82
	Heyuanyu "Jenni" Li	76
	Samuel DenHartog	73
<u>IT Clerk</u>	Kate Barbaglia	81
	Elza McGaffin	79
	Melissa Johannes	73
	Esther Finnell	72
<u>Maintenance Worker - Utilities (sublist)</u>	James Albright	76
	Paul Lewis	75
	Andrew Lehman	75
	Tony Sejaan	75*
	Max Edward McCubbin	73
	Tyler Petersen	71
	*Includes preference points	
<u>Police Officer</u>	Benjamin Campos	79
	Luke Gibbs	73
	Walter Pacheco	72
	Justin Prokop	71
	Andrew Oppong	70
<u>Utility Customer Service Clerk</u>	Natalie Kalmes	80
	Ami Brekke	77
	Rasonda Settles	77
	Jessica Bishop	76
	Joey Kosterman	72

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

REQUEST TO REMOVE NAMES FROM, AND EXHAUST, CERTIFIED LIST FOR PUBLIC SAFETY DISPATCHER: Commission Member Pike asked if removing names from a List allows Human Resources to start over on the recruitment. Human Resources Director Bethany Jorgenson explained the criteria that must be met before a name is removed from a Certified List. She stated that, in the case of the Public Safety Dispatcher position, there were two new candidates on the List that was certified by the Commission on July 22, 2021. Three candidates from the original List certified on October 22, 2020, were carried over to that List. One candidate was hired and one was removed from the List by the Commission on September 23, 2021. The Department has reviewed the remaining candidates and has determined that, while they meet the minimum qualifications, the candidates do not satisfy all the elements desired for the position of Public Safety Dispatcher after job-shadowing was conducted. Ms. Jorgensen noted that Public Safety

Dispatcher is a tough position to fill. It is extremely important that the person in that role be able to multi-task in a high-stress environment. Although a person's scores might have been high enough to pass, there might be questions about their level of expertise or ability to work in such an environment. If the Commission approves the request to remove names from, and exhaust, the Certified List, Human Resources could begin a new recruitment now.

Moved by Linduska, seconded by Crum, to approve the request to remove names from, and exhaust, the Certified List for Public Safety Dispatcher.

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

COMMENTS: Director Jorgenson noted that the Human Resources Department continues to be extremely busy. There have been approximately 50 active recruitments over the past 12 months. Chairperson Crum asked to know the number of people employed by the City of Ames. Ms. Jorgensen answered that there are between 1,000 and 1,200 employees depending on the season.

The next Regular Meeting of the Ames Civil Service Commission is scheduled for February 24, 2022, at 8:15 AM.

ADJOURNMENT: The meeting adjourned at 8:24 AM.

Michael R. Crum, Chairperson

Diane R. Voss, City Clerk