

CIVIL SERVICE COMMISSION MEETING

CITY OF DAVENPORT, IOWA

WEDNESDAY, MAY 13, 2020; 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

A. Approve Minutes from March 11, 2020 Meeting

IV. New Business

A. Introduction of New Commissioners & Staff

B. Chair and Vice Chair Appointments

C. Clerk Appointment

D. 2Q Personnel & Hiring Update

E. 2020 Police Officer Recruitment Update

F. Approve Qualifications for Chemist Position

G. Approve Qualifications for Horticulture Supervisor Position

H. Approve Qualifications for Systems and Security Engineer Position

V. Old Business

VI. Certification Lists

A. Street Maintenance Worker

B. Street Heavy Maintenance Worker

C. Packer/Driver/Loader

D. Maintenance Specialist

E. Natural Resources Technician

F. Chemist

G. Construction Inspector

H. Park Technician

I. GIS Administrator

J. Firefighter/Engineer

VII. Adjournment

VIII. Next Meeting Date:

- A. Next Meeting | June 10, 2020

CITY OF DAVENPORT

CIVIL SERVICE COMMISSION

WEDNESDAY, MARCH 11, 2020; 9:00 AM

CITY HALL | 226 WEST FOURTH STREET

MINUTES

Commissioners Present: Ralph Kelly, Patt Zamora, Paul Bollinger, Karen Guest and Michael Schertz
Ex-Officio Member Present:

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

- I. The meeting was called to order by Chair Kelly at 9:02 am.
- II. Agenda: Commissioner Guest moved to approve the agenda, it was seconded by Commissioner Bollinger. All were in favor.
- III. Minutes: Commissioner Zamora moved to approve the minutes for the February 12, 2020 meeting, it was seconded by Commissioner Bollinger. All were in favor.
- IV. New Business: Qualification Updates: Manager Jones presented updates to the below position descriptions. Commissioner Zamora moved to approve the updates, it was seconded by Commissioner Guest. All were in favor.
 - a. Park Technician
 - b. Natural Resources Technician
 - c. Street Heavy Equipment Operator
 - d. Sewer Heavy Equipment Operator
- V. Old Business:
- VI. Certified Lists: A discussion was held amongst the Commission regarding the below lists. Commissioner Bollinger moved to approve the lists, it was seconded by Commissioner Zamora. All were in favor.
 - a. Natural Resources Equipment Operator
 - b. Natural Resources Heavy Equipment Operator
- VII. Adjournment: Meeting adjourned at 9:15 am



DAVENPORT

HUMAN RESOURCES

DATE: February 12, 2020

TO: Davenport Civil Service Commission

CC: Mallory L. Merritt, Human Resources Director & Commission Clerk

RE: 2020 Police Officer hiring process

For the 2020 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 for a period of five weeks beginning March 1.
- City will administer the state mandated physical ability test on three dates. This test includes four basic components including a sit-and-reach, 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.

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 held in the community, and several other recruitment tools will be employed such as the use of social media, local media outlets, and outreach to educational institutions.

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



CHEMIST

Class Code:
5713

Bargaining Unit: AFSCME

SALARY RANGE

\$52,899.18 - \$69,394.21 Annually

DEFINITION:

Under direction performs work of moderate difficulty analyzing wastewater samples for a State certified laboratory. Maintains individual competency to ensure that the laboratory meets all certification requirements. Performs related work as required.

EXAMPLES OF DUTIES:

Tests samples using specialized equipment and methods to determine quality of wastewater; controls precise testing environment; analyzes chemical composition; mixes and prepares test chemicals and solutions.

Records test results daily and posts records; interprets data and compiles summary reports as required; conducts quality control tests to ensure the quality of regular testing; updates procedures and records as needed to maintain laboratory certification.

Assists Pretreatment Inspector(s) in collecting wastewater samples and other pretreatment related duties as assigned.

Prepares chemicals for future testing; reports lab equipment and supply needs.

Cleans equipment and the laboratory.

QUALIFICATIONS:

Bachelor's degree in chemistry, biology or bacteriology; or five years of an equivalent combination of training and experience in an accredited laboratory.

Must possess and maintain throughout duration of employment a valid Driver's License.

Must pass a criminal background check and physical as prescribed by the City.

Must become an Iowa resident within two years of hire and maintain Iowa residency throughout employment as a full-time employee (per Iowa Code 400.17).

KNOWLEDGE AND SKILLS:

Considerable Knowledge of:

Statistics used in quality control.

Laboratory method development and method troubleshooting.

Specialized lab equipment such as inductively Coupled Plasma-Atomic Emissions, Spectrophotometer, Ion Chromatograph, and UV-VIS Spectrophotometer.

Standard Methods for the Examination of Water and Wastewater in each process.

State laboratory certification rules and requirements occupational hazards and safety precautions.

Considerable Skill in:

Establishing test procedures, testing wastewater samples, and interpreting test results.

Recording test results and preparing reports.

Performing mathematical calculations using Microsoft Office - Access, Excel, Word.

Working skill in:

Establishing and maintaining effective working relations with coworkers and the public.

Programming sewer samplers.

The care and maintenance of laboratory instruments and equipment.



Horticulture Supervisor

Class Code:
5312

Bargaining Unit: Non-Bargaining

SALARY RANGE

\$55,165.55 - \$72,376.30 Annually

DEFINITION:

Manages horticulture, parks or specialized recreational facility.

EXAMPLES OF DUTIES:

Plans, organizes and directs the activities of the Horticulture Division.

Supervises, schedules, and directs the work of horticulture staff; participates in screening, interviewing, and selecting staff; trains staff in the responsibilities of their classifications including the safe handling of pesticides; conducts performance evaluations; may administer discipline upon conference of/with Parks Director/HR.

Inspects conservatory plants for disease, insect infestation and damage and administers proper treatment.

Repairs grounds, structures, and associated equipment; provides training on procedures and equipment used; monitors quality and progress of work; orders supplies and parts as needed.

Establishes job priorities of staff as required; oversees customer service response.

Responds to emergency calls, storms, flood control, snow, and other severe weather.

Keeps immediate supervisor and designated others fully and accurately informed concerning work progress, including present and potential work problems and suggestions for new or improved ways of addressing such problems.

Attends meetings, conferences, workshops and training sessions and reviews publications and audio-visual materials to become and remain current on the principles, practices and new developments in assigned work areas.

Inspects horticulture facilities and equipment to determine maintenance and improvement needs; notes and recommends solutions to solve problems; enforces health and safety standards and ensures that City ordinances are enforced within the department; analyzes turf problems and applies pesticides in accordance with applicable State and Federal laws.

Must be available to work a flexible work schedule including nights and weekends.

Any other duties as assigned by the supervisor, within the scope of the position.

QUALIFICATIONS:

Bachelor's Degree in Horticulture, Landscape Architecture, or related field; or five years of an equivalent combination of training and experience in horticulture and greenhouse operations.

Obtain and maintain an Iowa Pesticide Applicator's Certification within one year of employment.

Possess a valid Iowa Driver's License which must be maintained throughout employment.

Must pass a criminal background check and physical as prescribed by the City.

Must become an Iowa resident within two years of hire date and maintain residency throughout duration of employment (per Iowa Code 400.17).

KNOWLEDGE AND SKILLS:

Considerable Knowledge of:

Public Garden Administration.

Cultural requirements for ornamental plants grown in conservatory or commercial greenhouse and exterior garden plantings.

Plant disease and pest control.

Plant record system management.

Methods, techniques, and practices of park management and maintenance.

Use of fertilizers and pesticides.

Equipment operation and maintenance.

Turf grass culture.

Considerable Skill in:

Maintaining accurate work and equipment records.

Communicating with the public concerning horticulture activities.

The use and care of tools, equipment, and facilities.



Systems & Security Engineer

Class Code:
1363

Bargaining Unit: Non-Bargaining

SALARY RANGE

\$65,568.67 - \$86,025.47 Annually

DEFINITION:

The Systems & Security Engineer's role is to ensure a secure and stable operation of the in-house computer network, virtual environment, cloud computing, and on-prem data centers. This includes planning, developing, installing, configuring, maintaining, supporting, securing and optimizing all network hardware, software, and servers. Responsible for system and network security initiatives, audits, and maintaining an understanding of department security requirements like HIPAA, CJIS, PCI, CALEA, and etc.

EXAMPLES OF DUTIES:

Manage servers, including domain controllers, e-mail, web access, virtual environment, and their associated operating systems and software.

Manage security solutions, including firewall, secure email, antivirus, NSX, and intrusion detection systems.

Administer and maintain end-user accounts, permissions, and access rights.

Keep current with emerging security alerts and issues.

Provide on-call systems and security support to end-users.

Interact and negotiate with vendors, outsourcers, and contractors to secure software and network products and services.

Perform file system and database configuration and management.

Recommend and execute modifications to Windows systems in order to improve efficiency, reliability, security, and performance.

Review and deploy new Windows service packs, hot fixes, system updates, and vendor-supplied patches according to best practices.

Develop and maintain training materials and systems documentation for educating end-users and IT staff.

Manage and/or provide guidance to other departmental staff.

Oversee installation, configuration, maintenance, and troubleshooting of end-user workstation hardware, software, and peripheral devices.

Administer all equipment, hardware and software upgrades.

Conduct research on network products, services, protocols, and standards in support of security procurement and development efforts.

Perform server and security audits.

Perform system backups and recovery.

May perform duties as assigned.

QUALIFICATIONS:

Bachelor's degree in the field of Computer Science and five years of relevant work experience; or a combination of relevant education and experience to carry out the duties as presented.

Extensive application support experience with Active Directory, VMware, Microsoft Exchange, Adobe, and Microsoft Office.

Must Possess and maintain throughout duration of employment a valid Driver's License.

KNOWLEDGE AND SKILLS:

Working technical knowledge of PC and Server operating systems, including VMware vCenter, VMware Horizon View, Microsoft, and Linux.

Working technical knowledge of current network infrastructure hardware, protocols, and standards, including TCP/IP and DHCP.

Hands-on hardware troubleshooting experience.

Good understanding of the organization's goals and objectives.

Knowledge of applicable data privacy practices and laws.

Strong written and oral communication skills.

Strong interpersonal skills.

Ability to conduct product research into security and networking issues.

Ability to present ideas in user-friendly language.

Highly self-motivated and directed.

Keen attention to detail.

Proven analytical and problem-solving abilities.

Ability to effectively prioritize and execute tasks in a high-pressure environment.

Strong customer service orientation.

Experience working in a team-oriented, collaborative environment.



THE CITY OF
DAVENPORT
IOWA | USA

CIVIL SERVICE COMMISSION CERTIFICATION LISTS

HUMAN RESOURCES

May 13, 2020

STREET MAINTENANCE WORKER



- » Promotional position in the Streets Division of Public Works
- » Written examination: 100%
- » List ready for certification
- » Salary range: \$39,683 - 49,600 | Teamsters Union

STREET MAINTENANCE WORKER



Minimum Qualifications

- » **One year of successful experience as a general laborer; or an equivalent combination of training and experience**
- » **Must possess and maintain throughout duration of employment a valid Commercial Driver's License Class B with airbrake endorsement**

STREET MAINTENANCE WORKER

Process Statistics

- » 5 Applicants
- » 5 Candidates were qualified and invited to participate in the examination
- » 5 Candidates passed the examination
- » 5 On certification list

Applicants by Step Report

: All Applications (Active & Archived)

Generated by Courtney Jones on 05/06/2020 13:27:51

Exam #:	1254							
Exam Plan:	Street Maintenance Worker							
Class Title:	STREET MAINTENANCE WORKER							
Recruiter:	Jones, Courtney							
Step #	Step Type	Person ID	Disposition	Inactivation Reason	Gender	Ethnicity	Age Group	
1	Application Received							
2	Test							
	Eligible	24355869	Active		m	w	22-25	
		29850070	Active		m	w	26-39	
		34976491	Active		m	h	18-21	
		6256117	Active		m	w	26-39	
		31537724	Active		m	w	40-55	

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STREET HEAVY MAINTENANCE WORKER



- » Promotional position in the Streets Division of Public Works
- » Written examination: 100%
- » List ready for certification
- » Salary range: \$41,131 – 51,143 | Teamsters Union

STREET HEAVY MAINTENANCE WORKER



Minimum Qualifications

- » **Two years of progressively responsible experience in installation, cleaning, maintenance, and repair of municipal services and facilities, or an equivalent combination of training and experience**
- » **Must possess and maintain throughout duration of employment a valid Iowa Commercial Driver's License Class B with airbrake and tanker endorsements**

STREET HEAVY MAINTENANCE WORKER

Process Statistics

- » 4 Applicants
- » 4 Candidates were qualified and invited to participate in the examination
- » 2 Candidates passed the examination; 1 candidate did not show; 1 candidate withdrew
- » 2 On certification list

Applicants by Step Report

: All Applications (Active & Archived)

Generated by Courtney Jones on 05/06/2020 16:17:07

Exam #: 1266

Exam Plan: Street Heavy Maintenance Worker

Class Title: STREET HEAVY MAINT WORKER

Recruiter: Jones, Courtney

Step #	Step Type	Person ID	Disposition	Inactivation Reason	Gender
1	Application Received				
2	Written Exam				
		24355869	Fail	Did not show for test	m
		29850070	Fail	Withdrew from process	m
	Eligible	6256117	Active		m
		22564686	Active		m

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PACKER/DRIVER/LOADER

- » **Entry level position in the Solid Waste Division of Public Works**
- » **Written examination: 100%**
- » **List ready for certification**
- » **Salary range: \$42,766 – 52,891 | Teamsters Union**

PACKER/DRIVER/LOADER

Minimum Qualifications

- » **High School Diploma or GED**
- » **One year of successful experience operating solid waste collection vehicles and equipment or related equipment; or an equivalent combination of training and experience**
- » **Must pass a background check and physical examination as prescribed by the City**
- » **Must become an Iowa resident within two years of hire date and maintain residency throughout duration of employment (Iowa Code 400.17)**

PACKER/DRIVER/LOADER

Process Statistics

- » 51 Applicants
- » 34 Candidates were qualified and invited to participate in the examination
- » 18 Candidates passed the examination with a 70% or above; 14 did not show; 2 scored below 70%
- » 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.”
- » 3 Candidates tied at the 15th place
- » 17 On certification list

Applicants by Step Report							
: All Applications (Active & Archived)							
Generated by Courtney Jones on 05/06/2020 14:02:34							
Exam #:	1262						
Exam Plan:	Packer Driver/ Loader						
Class Title:	PACKER DRIVER/LOADER						
Recruiter:	Jones, Courtney						
Step #	Step Type	Person ID	Disposition	Inactivation Reason	Gender	Ethnicity	Age Group
1	Application Received						
		28679090	Fail	Does Not Meet Minimum Qualifications	f	b	26-39
		24998389	Fail	Does Not Meet Minimum Qualifications	f	w	26-39
		7775960	Fail	terminated from civil service position	f	w	40-55
		7120624	Fail	Does Not Meet Minimum Qualifications	m	am	26-39
		43917507	Fail	Does Not Meet Minimum Qualifications	m	b	26-39
		41458122	Fail	Does Not Meet Minimum Qualifications	m	b	40-55
		37578773	Fail	Does Not Meet Minimum Qualifications	m	w	22-25
		38662153	Fail	Does Not Meet Minimum Qualifications	m	w	26-39
		36010150	Fail	Does Not Meet Minimum Qualifications	m	w	26-39
		23833647	Fail	Does Not Meet Minimum Qualifications	m	w	26-39
		18960436	Fail	Does Not Meet Minimum Qualifications	m	w	26-39
		38278846	Fail	Does Not Meet Minimum Qualifications	m	w	26-39
		24812681	Fail	Does Not Meet Minimum Qualifications	m	w	40-55
		40353471	Fail	Does Not Meet Minimum Qualifications	m	w	40-55
		43705824	Fail	Does Not Meet Minimum Qualifications	m	w	40-55
		3052738	Fail	Does Not Meet Minimum Qualifications	m	w	56-70
		43920979	Fail	Does Not Meet Minimum Qualifications	m	w	56-70
2	Written Exam						
		38335085	Fail	Scored below 70%	m	h	22-25
		12012256	Fail	Scored below 70%	m	h	26-39
		23648816	Fail	Did not show for test	f	w	40-55
		36457312	Fail	Did not show for test	f	w	56-70
		16289409	Fail	Did not show for test	m	b	22-25
		43934263	Fail	Did not show for test	m	w	
		38835699	Fail	Did not show for test	m	w	22-25

		11599108	Fail	Did not show for test	m	w	26-39
		38263815	Fail	Did not show for test	m	w	26-39
		18043031	Fail	Did not show for test	m	w	26-39
		16923371	Fail	Did not show for test	m	w	26-39
		4707875	Fail	Did not show for test	m	w	40-55
		18698957	Fail	Did not show for test	m	w	40-55
		43917168	Fail	Did not show for test	m	w	40-55
		22324728	Fail	Did not show for test	m	w	40-55
		29122216	Fail	Did not show for test	m	w	40-55
	Eligible	30433425	Active		f	b	26-39
		14717524	Active		m	am	26-39
		5781326	Active		m	w	40-55
		26644785	Active		m	w	40-55
		40659194	Active		m	w	40-55
		31857030	Active		m	w	22-25
		24874777	Active		m	w	26-39
		43921816	Active		m	w	40-55
		42872263	Active		m	b	40-55
		13045911	Active		f	h	40-55
		35160489	Active		m	w	22-25
		12227411	Active		m	w	40-55
		42887585	Active		m	h	26-39
		41783670	Active		m	a	18-21
		38132011	Active		m	b	26-39
		28681588	Active		m	w	56-70
		38662199	Active		m	w	40-55
		9976268	Active		m	w	26-39
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MAINTENANCE SPECIALIST



- » **Entry level position in the Facilities Maintenance Division of Public Works**
- » **Written examination: 100%**
- » **List ready for certification**
- » **Salary range: \$42,716 – 52,856 | Teamsters Union**

MAINTENANCE SPECIALIST

Minimum Qualifications

- » **Successful completion of vocational or high school level courses in related areas or two years of experience as a semi-skilled maintenance or repair person; or equivalent combination of training and experience**
- » **Must have a valid Iowa Driver's License and maintain throughout duration of employment**
- » **Must pass a background check and physical as prescribed by the City**
- » **Must become an Iowa resident within two years of hire date and maintain residency throughout duration of employment (Iowa Code 400.17)**

MAINTENANCE SPECIALIST

Process Statistics

- » **33 Applicants**
- » **31 Candidates were qualified and invited to participate in the examination; 14 did not show; 8 scored below 70%**
- » **9 Candidates passed the examination**
- » **9 On certification list**

Applicants by Step Report

: All Applications (Active & Archived)

Generated by Courtney Jones on 05/06/2020 14:11:41

Exam #:					1265		
Exam Plan:	Maintenance Specialist						
Class Title:	MAINTENANCE SPECIALIST						
Recruiter:	Jones, Courtney						
Step #	Step Type	Person ID	Disposition	Inactivation Reason	Gender	Ethnicity	Age Group
1	Application Received						
		43973913	Fail	Does Not Meet Minimum Qualifications	m	w	18-21
		18960436	Fail	Does Not Meet Minimum Qualifications	m	w	26-39
2	Written Exam						
		39362020	Fail	Scored below 70%	m	w	26-39
		34733130	Fail	Scored below 70%	m	w	26-39
		43960143	Fail	Scored below 70%	m	w	40-55
		38974623	Fail	Scored below 70%	m	w	40-55
		41541393	Fail	Scored below 70%	f	w	40-55
		1104538	Fail	Scored below 70%	m	w	26-39
		44015484	Fail	Scored below 70%	f	w	40-55
		42853858	Fail	Scored below 70%	m	w	26-39
		17167754	Fail	Did not show for test	m	am	26-39
		39406914	Fail	Did not show for test	m	w	22-25
		36159585	Fail	Did not show for test	m	w	26-39
		38278846	Fail	Did not show for test	m	w	26-39
		31943550	Fail	Did not show for test	m	w	26-39
		43999351	Fail	Did not show for test	m	w	26-39
		24812681	Fail	Did not show for test	m	w	40-55
		42811045	Fail	Did not show for test	m	w	40-55
		5336670	Fail	Did not show for test	m	w	40-55
		16713217	Fail	Did not show for test	m	w	40-55
		43951836	Fail	Did not show for test	m	w	40-55
		24812681	Fail	Did not show for test	m	w	40-55
		41047058	Fail	Did not show for test	m	w	40-55
		5698141	Fail	Did not show for test	m	w	56-70
	Eligible	43928325	Active		m	w	>70
		26810268	Active		m	w	40-55
		3049532	Active		m	w	26-39
		43027202	Active		m	w	40-55
		42887585	Active		m	h	26-39
		30361562	Active		m	w	40-55
		44002149	Active		m	w	40-55
		7120624	Active		m	am	26-39
		38662199	Active		m	w	40-55

NATURAL RESOURCES TECHNICIAN

- » **Entry level position in the Natural Resources Division of Public Works**
- » **Written examination: 30%**
- » **Interview: 70%**
- » **List ready for certification**
- » **Salary range: \$41,131 - 51,143 | Teamsters Union**

NATURAL RESOURCES TECHNICIAN



Minimum Qualifications

- » A post-secondary college degree (associate or bachelors) in horticulture with natural resources or related field; or a minimum of three years equivalent work related experience
- » Must possess (or be able to obtain within 6 months of the hire date) and maintain throughout duration of employment a valid Iowa Commercial Driver's License Class B with Airbrake and Tanker Endorsements
- » Must possess and maintain throughout employment a valid Iowa Driver's License
- » Must obtain and maintain a valid commercial pesticide applicator license in Category 1A (agriculture) and 6 (ROW) (within 60 days)
- » Must obtain and maintain NWCG Certifications S130, S190, S290 for prescribed fire (within 1 year)
- » Must pass a background check and physical as prescribed by the City
- » Must become an Iowa resident within two years of hire date and maintain residency throughout the duration of employment (per Iowa Code 400.17)

NATURAL RESOURCES TECHNICIAN

Process Statistics

- » **27 Applicants**
- » **19 Candidates were qualified and invited to participate in the examination; 7 did not show; 1 scored below 70%**
- » **11 Candidates passed the examination and were invited to interview**
- » **9 Candidates passed the interview**
- » **9 On certification list**

Applicants by Step Report

: All Applications (Active & Archived)

Generated by Courtney Jones on 05/06/2020 13:43:07

Exam #:				1248			
Exam Plan:	Natural Resources Technician						
Class Title:	Natural Resources Technician						
Recruiter:	Jones, Courtney						
Step #	Step Type	Person ID	Disposition	Inactivation Reason	Gender	Ethnicity	Age Group
1	Application Received						
		30044874	Fail	Does Not Meet Minimum Qualifications	f	w	22-25
		34402585	Fail	Does Not Meet Minimum Qualifications	m	w	26-39
		28105064	Fail	Does Not Meet Minimum Qualifications	m	w	26-39
		24874777	Fail	Does Not Meet Minimum Qualifications	m	w	26-39
		31758447	Fail	Does Not Meet Minimum Qualifications	m	w	26-39
		43839675	Fail	Does Not Meet Minimum Qualifications	m	w	26-39
		43606599	Fail	Does Not Meet Minimum Qualifications	m	w	26-39
		34733130	Fail	Does Not Meet Minimum Qualifications	m	w	26-39
2	Written Exam						
		13236387	Fail	Scored below 70%	m	w	40-55
		43889118	Fail	Did not show for test	f	w	22-25
		43081407	Fail	Did not show for test	f	w	22-25
		35160057	Fail	Did not show for test	f	w	22-25
		20713865	Fail	Did not show for test	f	w	26-39
		31565864	Fail	Did not show for test	m	w	18-21
		42145135	Fail	Did not show for test	m	w	22-25
		39773504	Fail	Did not show for test	m	w	40-55
3	Interview						
		692755	Fail	Scored below 70%	m	w	26-39
		27181195	Fail	Scored below 70%	m	w	26-39
	Eligible	43681668	Active		f	w	22-25
		38883412	Active		f	w	22-25
		35489559	Active		f	h	22-25
		39112199	Active		m	w	22-25
		42520732	Active		f	w	22-25
		43807336	Active		m	w	26-39
		43832060	Active		f	w	26-39
		43503223	Active		f	w	26-39
		24885888	Active		m	w	26-39

CHEMIST

- » Promotional position in the Water Pollution Control Division of Public Works
- » Written examination: 30%
- » Interview: 70%
- » List ready for certification
- » Salary range: \$52,899 – \$69,394 | AFSCME Union

CHEMIST

Minimum Qualifications

- » **Bachelor's Degree in Chemistry, Biology, or Bacteriology and two years of laboratory experience in the wastewater field; or an equivalent combination of training and experience**

CHEMIST

Process Statistics

- » **1 Applicant**
- » **Candidate was qualified and invited to participate in the examination**
- » **Candidate passed the examination and was invited to interview**
- » **Candidate passed the interview**
- » **1 On certification list**

Applicants by Step Report

: All Applications (Active & Archived)

Generated by Courtney Jones on 05/06/2020 13:49:59

Exam #:	1261						
Exam Plan:	Chemist						
Class Title:	CHEMIST						
Recruiter:	Jones, Courtney						
Step #	Step Type	Person ID	Disposition	Inactivation Reason	Gender	Ethnicity	Age Group
1	Application Received						
2	Written Exam						
3	Interview						
	Eligible	15651534	Active		m	w	26-39

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CONSTRUCTION INSPECTOR



- » Entry level position in the Capital Improvement Division of Public Works
- » Written examination: 30%
- » Interview: 70%
- » List ready for certification
- » Salary range: \$52,899 - \$69,394 | AFSCME Union

CONSTRUCTION INSPECTOR



Minimum Qualifications

- » **High School Diploma and three years of experience in concrete construction inspection or related sub-professional engineering experience; or graduation from a two-year engineering technology program and one year of sub-professional engineering experience (work experience must include certain functions)**
- » **Must be able to obtain PCCI, HMAI, and an AGGI within first year of hire and maintain throughout employment**
- » **Must become an Iowa resident within two years of hire date and maintain residency throughout duration of employment (Iowa Code 400.17)**

CONSTRUCTION INSPECTOR

Process Statistics

- » **37 Applicants**
- » **29 Candidates were qualified and invited to participate in the examination; 1 withdrew; 13 did not show; 7 scored below 70%**
- » **8 Candidates passed the examination and were invited to interview**
- » **7 Candidates passed the interview**
- » **7 On certification list**

Applicants by Step Report

: All Applications (Active & Archived)

Generated by Courtney Jones on 05/06/2020 14:26:24

Exam #:				1249			
Exam Plan:	Construction Inspector: Full Time						
Class Title:	Construction Inspector						
Recruiter:	Jones, Courtney						
Step #	Step Type	Person ID	Disposition	Inactivation Reason	Gender	Ethnicity	Age Group
1	Application Received	1104538	Fail	Does Not Meet Minimum Qualifications	m	w	26-39
		30578504	Fail	Does Not Meet Minimum Qualifications	m	w	26-39
		26399568	Fail	Does Not Meet Minimum Qualifications	m	w	26-39
		42803514	Fail	Does Not Meet Minimum Qualifications	m	w	26-39
		3232479	Fail	Does Not Meet Minimum Qualifications	m	w	40-55
		39429244	Fail	Does Not Meet Minimum Qualifications	m	w	40-55
		43705824	Fail	Does Not Meet Minimum Qualifications	m	w	40-55
		41047058	Fail	Does Not Meet Minimum Qualifications	m	w	40-55
2	Written Exam	13306856	Fail	Scored below 70%	m	b	26-39
		29850070	Fail	Scored below 70%	m	w	26-39
		32864373	Fail	Scored below 70%	m	w	26-39
		5211452	Fail	Scored below 70%	m	w	40-55
		3136496	Fail	Scored below 70%	m	w	40-55
		19252925	Fail	Scored below 70%	m	w	26-39
		23164224	Fail	Scored below 70%	m	w	26-39
		20338591	Fail	Did not show for test	m	h	40-55
		43793321	Fail	Did not show for test	m	na	40-55
		41875113	Fail	Did not show for test	m	w	
		35183341	Fail	Did not show for test	m	w	26-39
		12054260	Fail	Did not show for test	m	w	26-39
		43464334	Fail	Did not show for test	m	w	26-39
		43627647	Fail	Did not show for test	m	w	26-39
		38278846	Fail	Did not show for test	m	w	26-39
		3049532	Fail	Did not show for test	m	w	26-39
		34789595	Fail	Did not show for test	m	w	26-39
		40316743	Fail	Did not show for test	m	w	26-39
		42269647	Fail	Did not show for test	m	w	40-55
		19006647	Fail	Did not show for test	m	w	40-55
		43806336	Fail	Withdrew from process	m	w	40-55
3	Interview	34733130	Fail	Scored below 70%	m	w	26-39
	Eligible	40833863	Active		m	w	26-39
		43578078	Active		m	b	40-55
		3120393	Active		m	w	40-55
		43460596	Active		m	w	40-55
		1043927	Active		m	w	26-39
		25184909	Active		m	w	40-55
		18145630	Active		m	w	40-55

PARK TECHNICIAN

- » **Entry level position in the Parks Operations Division of Parks and Recreation**
- » **Written examination: 30%**
- » **Interview: 70%**
- » **List ready for certification**
- » **Salary range: \$41,521 - \$51,570 | Teamsters Union**

PARK TECHNICIAN

Minimum Qualifications

- » Coursework in horticulture, turf grass supplemented by 2 years increasingly responsible experience as greenskeeper, gardener or turf maintenance worker; or an equivalent combination of training and experience
- » Must possess (or be able to obtain within 6 months of the hire date) and maintain throughout duration of employment a valid Iowa Commercial Driver's License (CDL)
- » Must obtain pesticide applicators certification during probationary period
- » Must pass a physical examination and criminal background check as prescribed by the city
- » Must become an Iowa resident within two years of hire and maintain Iowa residency throughout employment as a full-time employee

PARK TECHNICIAN

Process Statistics

- » **34 Applicants**
- » **15 Candidates were qualified and invited to participate in the examination; 5 did not show; 1 scored below 70%**
- » **9 Candidates passed the examination and were invited to interview; 1 did not show**
- » **3 Candidates passed the interview**
- » **3 On certification list**

Applicants by Step Report

: All Applications (Active & Archived)

Generated by Courtney Jones on 05/06/2020 13:39:47

Exam #:	1260						
Exam Plan:	Park Technician						
Class Title:	Park Technician						
Recruiter:	Jones, Courtney						
Step #	Step Type	Person ID	Disposition	Inactivation Reason	Gender	Ethnicity	Age Group
1	Application Received						
		41427928	Fail	Does Not Meet Minimum Qualifications	f	w	26-39
		7120624	Fail	Does Not Meet Minimum Qualifications	m	am	26-39
		39406914	Fail	Does Not Meet Minimum Qualifications	m	w	22-25
		42359091	Fail	Does Not Meet Minimum Qualifications	m	w	26-39
		30320074	Fail	Does Not Meet Minimum Qualifications	m	w	26-39
		31758447	Fail	Does Not Meet Minimum Qualifications	m	w	26-39
		15650642	Fail	Does Not Meet Minimum Qualifications	m	w	26-39
		16791316	Fail	Does Not Meet Minimum Qualifications	m	w	26-39
		34733130	Fail	Does Not Meet Minimum Qualifications	m	w	26-39
		39362020	Fail	Does Not Meet Minimum Qualifications	m	w	26-39
		18960436	Fail	Does Not Meet Minimum Qualifications	m	w	26-39
		36010150	Fail	terminated from civil service position	m	w	26-39
		43849317	Fail	Does Not Meet Minimum Qualifications	m	w	40-55
		36711217	Fail	Does Not Meet Minimum Qualifications	m	w	40-55
		26334126	Fail	Does Not Meet Minimum Qualifications	m	w	40-55
		24812681	Fail	Does Not Meet Minimum Qualifications	m	w	40-55
		17674672	Fail	Does Not Meet Minimum Qualifications	m	w	56-70
		23958325	Fail	Does Not Meet Minimum Qualifications	m	w	56-70
		1096585	Fail	Does Not Meet Minimum Qualifications	m	w	56-70
2	Written Exam						
		43812577	Fail	Scored below 70%	m	w	40-55
		17167754	Fail	Did not show for test	m	am	26-39
		43847264	Fail	Did not show for test	m	w	
		42825976	Fail	Did not show for test	m	w	26-39
		30140292	Fail	Did not show for test	m	w	26-39
		16923371	Fail	Did not show for test	m	w	26-39
3	Interview						
		11232754	Fail	Scored below 70%	m	na	26-39
		41783670	Fail	Scored below 70%	m	w	18-21
		28105064	Fail	Scored below 70%	m	w	26-39
		26944816	Fail	Scored below 70%	m	w	40-55
		13236387	Fail	Scored below 70%	m	w	40-55
		43866757	Fail	Did not show for test	m	w	56-70
	Eligible	31857030	Active		m	w	22-25
		43909472	Active		m	b	26-39
		30044874	Active		f	w	22-25

GIS ADMINISTRATOR

- » Promotional position in the Capital Improvement Division of Public Works
- » Practical Examination: 30%
- » Interview: 70%
- » List ready for certification
- » Salary range: \$67,202 - \$88,177 | Non Bargaining

GIS ADMINISTRATOR

Minimum Qualifications

- » Graduation from an accredited college or university with a Bachelor's Degree in Geography or Computer Science; or an Associates Degree in Geographical Information System, Programming, or related field and five years of experience; or substantial experience as a GIS professional; or any equivalent combination of training and experience

GIS ADMINISTRATOR

Process Statistics

- » 2 Applicants
- » 1 Candidate was qualified and invited to participate in the practical
- » Candidate passed the practical and was invited to interview
- » Candidate passed the interview
- » 1 On certification list

Applicants by Step Report

: All Applications (Active & Archived)

Generated by Courtney Jones on 05/06/2020 13:23:55

Exam #:				1268			
Exam Plan:	GIS Administrator (PROMOTIONAL)						
Class Title:	GIS Administrator						
Recruiter:	Jones, Courtney						
Step #	Step Type	Disposition	Inactivation Reason	Gender	Ethnicity	Age Group	
1	Application Received						
		Fail	Does Not Meet Minimum Qualifications	f	w	40-55	
2	Practical						
	Eligible	Active		m	w	26-39	

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FIREFIGHTER/ENGINEER



- » Promotional position in the Suppression Division of Davenport Fire Department
- » Written examination: 45%
- » Practical: 45%
- » Interview: 10%
- » List ready for certification
- » Salary range: \$64,777 - \$83,225 | Fire Union

FIREFIGHTER/ENGINEER



Minimum Qualifications

- » **Completion of one year of satisfactory service at the rank of Firefighter First Class with the Davenport Fire Department**
- » **Requires an Iowa Chauffeur's Driver's License Class D-2**

FIREFIGHTER/ENGINEER

Process Statistics

- » 24 Applicants
- » 24 Candidates were qualified and invited to participate in the written examination; 3 did not show; 6 scored below 70%
- » 15 Candidates passed the written examination and were invited to participate in the practical
- » 15 Candidates passed the practical and were invited to participate in the interview
- » 15 Candidates passed the interview
- » 10 On certification list

Generated by Courtney Jones on 05/11/2020 09:11:19						
Exam #:	1106					
Exam Plan:	Firefighter/Engineer (2020)					
Class Title:	FIREFIGHTER/ENGINEER					
Recruiter:	Jones, Courtney					
Step #	Step Type	Person ID	Disposition	Inactivation Reason	Gender	Ethnicity
1	Application Received					
2	Written Exam					
		20180540	Fail	Scored below 70%	f	w
		1962684	Fail	Scored below 70%	m	w
		32403986	Fail	Scored below 70%	m	w
		19802584	Fail	Scored below 70%	m	w
		593889	Fail	Scored below 70%	m	w
		13601960	Fail	Scored below 70%	m	w
		1102923	Fail	Did not show for test	m	w
		1141503	Fail	Did not show for test	m	w
		594155	Fail	Did not show for test	m	w
3	Practical					
4	Interview					
	Eligible	13597555	Active		m	w
		5496346	Active		m	w
		1093239	Active		m	h
		20304172	Active		m	b
		20304928	Active		m	h
		1155334	Active		m	w
		43131805	Active		m	w
		1096585	Active		m	w
		38614000	Active		m	w
		1488561	Active		m	w
		20162685	Active		m	w
		43159127	Active		m	h
		37037934	Active		m	w
		20461468	Active		m	w
		43435884	Active		m	w
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THANK YOU

