

**CITY OF DUBUQUE, IOWA
PUBLIC NOTICE OF MEETING**

AGENDA

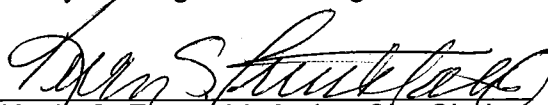
Government Body: CIVIL SERVICE COMMISSION
Date: Thursday, September 8, 2011
Time: 9:30 AM
Place of Meeting: City Hall – Conference Room C, 50 W. 13th Street, Third Floor

NOTICE IS HEREBY GIVEN that the above identified governmental body will meet at the time, date and place as set forth above.

The TENTATIVE AGENDA for the meeting is as follows:

1. Approve Minutes of July 5 and July 6, 2011
2. Establish Passing Point for the Position of Assistant Horticulturalist (August 16, 2011 Exam)
3. Establish Passing Point for the Position of Equipment Operator II Promotional (August 22, 2011 Exam)
4. Establish Passing Point for the Position of Landfill Equipment Operator Entrance (August 10, 2011 Exam)
5. Schedule Test Date for Promotional Examination Equipment Operator I

This notice is given pursuant to Chapter 21, Code of Iowa, and applicable local regulations of the City of Dubuque, Iowa and/or governmental body holding the meeting.


Kevin S. Firnstahl, Acting City Clerk

ANY VISUAL OR HEARING IMPAIRED PERSONS NEEDING SPECIAL ASSISTANCE OR PERSONS WITH SPECIAL ACCESSIBILITY NEEDS SHOULD CONTACT THE CITY CLERK'S OFFICE AT (563) 589-4120 OR TDD (563) 690-6678 AT LEAST 48 HOURS PRIOR TO THE MEETING.

**CITY OF DUBUQUE, IOWA
CIVIL SERVICE COMMISSION
MINUTES**

Government Body: CIVIL SERVICE COMMISSION

Date: July 5, 2011

Time: 9:00 a.m.

Place of Meeting: City Hall Annex – Conference Room II

Present: Chairperson Dan White, Commissioners Jim Schilling and Betty Takes

Also Present: City Attorney Barry Lindahl, Teamster Director Dave Baker, Public Works Director Don Vogt, Mechanic Mark Neyens, Union Steward Randy Ludowitz, Equipment Maintenance Manager Kevin Cornwell, and court reporter

1. Hearing on Appeal of Mark Neyens

Swearing in of witnesses Neyens, Ludowitz, Vogt, Cornwell, and Baker by Chairperson White.

The Commission heard testimony regarding the appeal of Mark Neyens.

Appearing for the City of Dubuque: City Attorney Barry Lindahl

Appearing for Mr. Neyens: Teamsters Local 120 Eastern Iowa Director Dave Baker

Opening statements were given by Barry Lindahl and Dave Baker.

Witnesses for the City of Dubuque: Kevin Cornwell and Don Vogt
Exhibits offered: #1-8

Witnesses for Mr. Neyens: Randy Ludowitz and Mark Neyens
Exhibits offered: 1) Initial grievance, Discharge and Discipline and Seniority excerpts)

Following testimony and discussion from the Commission, Schilling moved to affirm the decision of the City Manager to terminate Mark Neyens from employment with the City of Dubuque. Seconded by Takes. Motion carried 2-1 with White voting nay.

There being no further business, the Commission adjourned at 10:24 a.m.

Civil Service Commission

Minutes

Government Body: CIVIL SERVICE COMMISSION
Date: Wednesday, July 6, 2011
Time: 9:30 a.m.
Place of Meeting: City Hall, Conference Room A, 50 W. 13th Street.

Present: Dan White, Commission Members Jim Schilling and Betty Takes

Others Present: Bob Fritsch, Mark Murphy, Randy Peck, Terry Tobin, Marie Ware

1. Approve Minutes of June 1, 2011

Motion by Takes to approve. Second by Schilling. Motion carried 3-0

2. Amend Certified List for Parking System Technician (April 20, 2011 Exam)

Motion by Schilling to amend the list to include Daniel Schumacher. Seconded by Takes. Motion carried 3-0. The list retains the same certification date.

3. 2011 Police Entrance Examination Hiring List Recommendation

Motion by Schilling to certify the list as submitted and make it valid for nine (9) months. Seconded by Takes. Motion carried 3-0. Tobin clarified the count of 30 with 2 pending passing the agility test.

4. Establish Passing Point for the Position of Sanitation Driver (May 20, 2011 Exam)

Motion by Takes to establish the passing point at 74 (74%) and above correct answers and certify the list for 2 years. Seconded by Schilling. Motion carried 3-0.

5. Establish Passing Point for the Position of Lead Public Dispatcher (June 21, 2011 Exam)

Motion by Takes to establish the passing point at 71 (71%) and above correct answers and certify the list for 2 years. Seconded by Schilling. Motion carried 3-0.

6. Establish Passing Point for the Position of Mechanic (June 28, 2011 Exam)

Motion by Takes to establish the passing point at 70 (70%) and above correct answers and certify the list for 2 years. Seconded by Schilling. Motion carried 3-0.

7. Schedule Test Date for Entrance Examination for the Position of Natural Resources and Sustainable Practices Specialist

Motion by Takes to approve the examination rules as recommended by the Personnel Manager. Seconded by Schilling. Motion carried 3-0.

Motion by White to approve the recommendation of the Personnel Director to allow him flexibility in providing the application deadline and date for this take-home test at a future date. Seconded by Schilling. Motion carried 3-0.

8. Schedule Test Date for Entrance Examination for the Position of Assistant Horticulturist

Motion by White to approve the examination rules as recommended by the Personnel Manager and set the application deadline for July 29 at 5:00 p.m. with a test date of August 16, 2011. Seconded by Schilling. Motion carried 3-0.

9. Schedule Test Date for Promotional Examination for the Position of Equipment Operator II

Motion by Takes to approve the examination rules as recommended by the Personnel Manager and set the application deadline for August 3 at 5:00 p.m. with a test date of August 22, 2011. Seconded by Schilling. Motion carried 3-0.

10. Schedule Test Date for Promotional Examination for the Position of Landfill Equipment Operator

Motion by Schilling to approve the examination rules as recommended by the Personnel Manager and set the application deadline for July 22 at 5:00 p.m. with a test date of August 10, 2011. Seconded by White. Motion carried 3-0.

Takes requested a copy of any documentation the Personnel Director has regarding general expectations of City employees. Peck will provide information following the meeting.

There being no further business, motion by White. Seconded by Schilling. Motion carried 3-0. The Commission adjourned at 10:27 a.m.

Civil Service Commission

Approved at meeting of: _____. Submitted by Kevin S. Firnstahl, Acting City Clerk



TO: Civil Service Commission
FROM: Randy Peck, Personnel Manager *RP*
SUBJECT: Assistant Horticulturist – Entrance Examination Passing Score
DATE: September 1, 2011

Leisure Services Manager Marie Ware and I have reviewed the results of the Assistant Horticulturist Entrance Examination and we recommend that the Civil Service Commission establish a passing score of 58 and above correct answers (62.4%). This will mean that 17 of the 44 of the applicants who took the test will receive a passing score.

RP:tlb

08/26/2011

EXAMINATION DATE:

EXAMINATION TITLE:

City of Dubuque-ASSISTANT HORTICULTURIST

EXAM ID: 00010081

EXAMINEE TEST PERFORMANCE LIST

SEQ NO	EXAMINEE ID	SEX	ETH	1	2	3	4	5	6	7	8	WTD TOTAL	EACH FREQ	CUM FREQ
1	1506	RS	5	9	7	6	7	15	7	10		66		
		PS	45.5	47.4	70.0	66.7	87.5	83.3	100.0	90.9		71.0		
2	1514	RS	8	13	7	4	7	12	7	8		66	2	2
		PS	72.7	68.4	70.0	44.4	87.5	66.7	100.0	72.7		71.0		
3	1492	RS	8	15	6	5	7	10	7	7		65	1	3
		PS	72.7	78.9	60.0	55.6	87.5	55.6	100.0	63.6		69.9		
4	1493	RS	9	16	5	4	6	10	7	7		64	1	4
		PS	81.8	84.2	50.0	44.4	75.0	55.6	100.0	63.6		68.8		
5	1529	RS	6	12	5	4	7	15	6	8		63	1	5
		PS	54.5	63.2	50.0	44.4	87.5	83.3	85.7	72.7		67.7		
6	1503	RS	7	14	4	5	7	11	6	8		62		
		PS	63.6	73.7	40.0	55.6	87.5	61.1	85.7	72.7		66.7		
7	1508	RS	5	11	7	6	6	13	6	8		62	2	7
		PS	45.5	57.9	70.0	66.7	75.0	72.2	85.7	72.7		66.7		
8	1499	RS	5	11	6	3	6	15	7	8		61		
		PS	45.5	57.9	60.0	33.3	75.0	83.3	100.0	72.7		65.6		
9	1513	RS	7	12	6	4	6	11	7	8		61		
		PS	63.6	63.2	60.0	44.4	75.0	61.1	100.0	72.7		65.6		
10	1491	RS	9	12	2	6	7	11	7	7		61	3	10
		PS	81.8	63.2	20.0	66.7	87.5	61.1	100.0	63.6		65.6		
11	1498	RS	6	9	5	7	7	12	5	9		60	1	11
		PS	54.5	47.4	50.0	77.8	87.5	66.7	71.4	81.8		64.5		

EXAMINATION DATE: 08/26/2011

EXAMINATION TITLE:

City of Dubuque-ASSISTANT HORTICULTURIST

EXAM ID: 00010081

EXAMINEE TEST PERFORMANCE LIST

SEQ NO	EXAMINEE ID	SEX	ETH	1	2	3	4	5	6	7	8	WTD TOTAL	EACH FREQ	CUM FREQ
12	1525	RS		7	11	5	7	5	11	5	8	59		
		PS		63.6	57.9	50.0	77.8	62.5	61.1	71.4	72.7	63.4		
13	1528	RS		6	9	7	6	7	9	7	8	59		
		PS		54.5	47.4	70.0	66.7	87.5	50.0	100.0	72.7	63.4		
14	1510	RS		5	12	4	5	6	11	7	9	59		
		PS		45.5	63.2	40.0	55.6	75.0	61.1	100.0	81.8	63.4		
15	1526	RS		5	13	7	4	6	9	7	8	59	4	15
		PS		45.5	68.4	70.0	44.4	75.0	50.0	100.0	72.7	63.4		
16	1509	RS		6	11	4	6	6	11	7	7	58		
		PS		54.5	57.9	40.0	66.7	75.0	61.1	100.0	63.6	62.4		
17	1517	RS		5	10	6	4	6	11	7	9	58	2	17
		PS		45.5	52.6	60.0	44.4	75.0	61.1	100.0	81.8	62.4		
18	1502	RS		7	10	7	1	7	10	7	7	56	1	18
		PS		63.6	52.6	70.0	11.1	87.5	55.6	100.0	63.6	60.2		
19	1494	RS		5	10	4	3	6	13	7	7	55		
		PS		45.5	52.6	40.0	33.3	75.0	72.2	100.0	63.6	59.1		
20	1505	RS		4	10	4	5	7	13	6	6	55		
		PS		36.4	52.6	40.0	55.6	87.5	72.2	85.7	54.5	59.1		
21	1521	RS		8	10	6	3	5	10	6	7	55		
		PS		72.7	52.6	60.0	33.3	62.5	55.6	85.7	63.6	59.1		
22	1523	RS		4	12	5	4	6	11	7	6	55		
		PS		36.4	63.2	50.0	44.4	75.0	61.1	100.0	54.5	59.1		

EXAMINATION DATE: 08/26/2011

EXAMINATION TITLE:

City of Dubuque-ASSISTANT HORTICULTURIST

EXAM ID: 00010081

EXAMINEE TEST PERFORMANCE LIST

SEQ NO	EXAMINEE ID	SEX	ETH	1	2	3	4	5	6	7	8	WTD TOTAL	EACH FREQ	CUM FREQ
23	1488	RS	5	13	5	2	5	9	7	9	55	5	23	
		PS	45.5	68.4	50.0	22.2	62.5	50.0	100.0	81.8	59.1			
24	1520	RS	8	12	3	4	5	8	7	7	54			
		PS	72.7	63.2	30.0	44.4	62.5	44.4	100.0	63.6	58.1			
25	1527	RS	3	13	4	3	7	11	6	7	54	2	25	
		PS	27.3	68.4	40.0	33.3	87.5	61.1	85.7	63.6	58.1			
26	1530	RS	8	10	5	4	5	7	6	8	53			
		PS	72.7	52.6	50.0	44.4	62.5	38.9	85.7	72.7	57.0			
27	1524	RS	5	11	5	2	6	11	5	8	53	2	27	
		PS	45.5	57.9	50.0	22.2	75.0	61.1	71.4	72.7	57.0			
28	1516	RS	5	7	3	5	6	12	6	8	52			
		PS	45.5	36.8	30.0	55.6	75.0	66.7	85.7	72.7	55.9			
29	1512	RS	7	10	5	2	6	8	7	7	52			
		PS	63.6	52.6	50.0	22.2	75.0	44.4	100.0	63.6	55.9			
30	1518	RS	4	8	4	6	6	10	6	8	52			
		PS	36.4	42.1	40.0	66.7	75.0	55.6	85.7	72.7	55.9			
31	1500	RS	6	10	6	2	8	8	6	6	52			
		PS	54.5	52.6	60.0	22.2	100.0	44.4	85.7	54.5	55.9			
32	1501	RS	5	11	5	2	6	9	5	9	52			
		PS	45.5	57.9	50.0	22.2	75.0	50.0	71.4	81.8	55.9			
33	1490	RS	4	9	4	7	7	8	6	7	52	6	33	
		PS	36.4	47.4	40.0	77.8	87.5	44.4	85.7	63.6	55.9			

EXAMINATION DATE: 08/26/2011

EXAMINATION TITLE:

City of Dubuque-ASSISTANT HORTICULTURIST

EXAM ID: 00010081

EXAMINEE TEST PERFORMANCE LIST

SEQ NO	EXAMINEE ID	SEX	ETH	1	2	3	4	5	6	7	8	WTD TOTAL	EACH FREQ	CUM FREQ
34	1532	RS	7	16	2	3	5	5	5	7	6	51		
		PS	63.6	84.2	20.0	33.3	62.5	27.8	100.0	54.5	54.8			
35	1489	RS	5	10	5	5	4	11	6	5	5	51		
		PS	45.5	52.6	50.0	55.6	50.0	61.1	85.7	45.5	54.8			
36	1495	RS	4	9	4	4	5	12	6	7	51			
		PS	36.4	47.4	40.0	44.4	62.5	66.7	85.7	63.6	54.8			36
37	1522	RS	5	8	3	5	7	8	7	7	50			
		PS	45.5	42.1	30.0	55.6	87.5	44.4	100.0	63.6	53.8			
38	1504	RS	8	13	0	6	5	4	7	7	50			
		PS	72.7	68.4	0.0	66.7	62.5	22.2	100.0	63.6	53.8			38
39	1507	RS	5	10	5	3	6	5	7	8	49			
		PS	45.5	52.6	50.0	33.3	75.0	27.8	100.0	72.7	52.7			39
40	1497	RS	5	7	3	6	6	8	5	7	47			
		PS	45.5	36.8	30.0	66.7	75.0	44.4	71.4	63.6	50.5			40
41	1531	RS	2	9	2	1	4	14	6	7	45			
		PS	18.2	47.4	20.0	11.1	50.0	77.8	85.7	63.6	48.4			
42	1496	RS	5	5	6	4	6	7	5	7	45			
		PS	45.5	26.3	60.0	44.4	75.0	38.9	71.4	63.6	48.4			42
43	1515	RS	3	10	4	0	4	9	4	6	40			
		PS	27.3	52.6	40.0	0.0	50.0	50.0	57.1	54.5	43.0			43
44	1511	RS	2	5	2	4	3	9	7	6	38			
		PS	18.2	26.3	20.0	44.4	37.5	50.0	100.0	54.5	40.9			44



TO: Civil Service Commission
FROM: Randy Peck, Personnel Manager
SUBJECT: Equipment Operator II – Promotional Examination Passing Point
DATE: September 1, 2011

Street and Sewer Maintenance Supervisor John Klostermann, Leisure Services Manager Marie Ware and Water Department Manager Bob Green and I have reviewed the results of the Equipment Operator II Promotional Examination and we recommend that the Civil Service Commission establish a passing score of 77 and above correct answers (70.6%). This will mean that all six (6) of the applicants who took the test will receive a passing score.

RP:tlb

RUN DATE: 08/30/2011

ITEM ANALYSIS

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EXAMINATION DATE: 08/26/2011

EXAMINATION TITLE:

CITY OF DUBUQUE - EQUIPMENT OPERATOR II

EXAM ID: 2105018T

EXAMINEE TEST PERFORMANCE LIST

SEQ	EXAMINEE	SEX	ETH	1	2	3	4	5	6	7	8	WTD	EACH	CUM
NO	ID											TOTAL	FREQ	FREQ
1	1311	RS	11	19	21	5	12	9	9	8	94	1	1	1
		PS	100.0	82.6	77.8	83.3	80.0	90.0	100.0	100.0	86.2			
2	1308	RS	11	18	23	4	14	9	6	7	92	1	2	2
		PS	100.0	78.3	85.2	66.7	93.3	90.0	66.7	87.5	84.4			
3	1309	RS	9	19	23	3	12	9	7	7	89	1	3	3
		PS	81.8	82.6	85.2	50.0	80.0	90.0	77.8	87.5	81.7			
4	1312	RS	11	18	21	4	9	8	8	7	86	1	4	4
		PS	100.0	78.3	77.8	66.7	60.0	80.0	88.9	87.5	78.9			
5	1310	RS	11	13	19	4	10	7	8	6	78	1	5	5
		PS	100.0	56.5	70.4	66.7	66.7	70.0	88.9	75.0	71.6			
6	1313	RS	11	18	19	4	8	8	5	4	77	1	6	6
		PS	100.0	78.3	70.4	66.7	53.3	80.0	55.6	50.0	70.6			



TO: Civil Service Commission
FROM: Randy Peck, Personnel Manager
SUBJECT: Passing Point for the Landfill Equipment Operator Entrance Examination
DATE: August 23, 2011

Public Works Director Don Vogt and I have reviewed the results of the Landfill Equipment Operator entrance examination. We recommend that the Civil Service Commission establish a passing score of 71 and above correct answers (65.1%). This would mean that 18 of the 60 applicants who took the examination will achieve a passing score.

RP:jmh

RUN DATE: 08/17/2011

ITEM ANALYSIS

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EXAMINATION DATE:
EXAMINATION TITLE:

08/17/2011

City of Dubuque -LANDFILL EQUIPMENT OPERATOR

EXAM ID: 00010071

EXAMINEE TEST PERFORMANCE LIST

SEQ NO	EXAMINEE ID	SEX	ETH	1	2	3	4	5	6	7	WTD TOTAL	EACH FREQ	CUM FREQ
1	1412	RS	17	13	15	6	9	15	6	81	1	1	
		PS	85.0	52.0	68.2	100.0	90.0	100.0	54.5	74.3			
2	1450	RS	17	14	16	4	9	15	5	80			
		PS	85.0	56.0	72.7	66.7	90.0	100.0	45.5	73.4			
3	1458	RS	17	10	17	6	10	12	8	80	2	3	
		PS	85.0	40.0	77.3	100.0	100.0	80.0	72.7	73.4			
4	1425	RS	16	13	17	4	10	13	6	79	1	4	
		PS	80.0	52.0	77.3	66.7	100.0	86.7	54.5	72.5			
5	1413	RS	16	13	17	4	8	13	7	78			
		PS	80.0	52.0	77.3	66.7	80.0	86.7	63.6	71.6			
6	1432	RS	18	13	16	4	8	13	6	78			
		PS	90.0	52.0	72.7	66.7	80.0	86.7	54.5	71.6			
7	1408	RS	19	11	14	5	10	13	6	78	3	7	
		PS	95.0	44.0	63.6	83.3	100.0	86.7	54.5	71.6			
8	1455	RS	17	15	15	4	6	14	6	77	1	8	
		PS	85.0	60.0	68.2	66.7	60.0	93.3	54.5	70.6			
9	1420	RS	13	14	18	4	8	12	7	76			
		PS	65.0	56.0	81.8	66.7	80.0	80.0	63.6	69.7			
10	1428	RS	18	12	17	5	9	13	2	76	2	10	
		PS	90.0	48.0	77.3	83.3	90.0	86.7	18.2	69.7			
11	1451	RS	19	13	15	4	8	13	3	75	1	11	
		PS	95.0	52.0	68.2	66.7	80.0	86.7	27.3	68.8			

EXAMINATION DATE: 08/17/2011

EXAMINATION TITLE:

City of Dubuque -LANDFILL EQUIPMENT OPERATOR

EXAM ID: 00010071

EXAMINEE TEST PERFORMANCE LIST

SEQ EXAMINEE NO ID	SEX	ETH	1	2	3	4	5	6	7	WTD TOTAL	EACH FREQ	CUM FREQ
12 1445	RS	17	15	14	3	9	13	3	74			
	PS	85.0	60.0	63.6	50.0	90.0	86.7	27.3	67.9			
13 1447	RS	17	12	13	4	7	12	9	74			
	PS	85.0	48.0	59.1	66.7	70.0	80.0	81.8	67.9			
14 1418	RS	13	10	14	6	9	13	9	74			14
	PS	65.0	40.0	63.6	100.0	90.0	86.7	81.8	67.9			3
15 1419	RS	18	11	15	5	8	11	5	73			15
	PS	90.0	44.0	68.2	83.3	80.0	73.3	45.5	67.0			1
16 1430	RS	19	8	14	4	10	11	6	72			
	PS	95.0	32.0	63.6	66.7	100.0	73.3	54.5	66.1			
17 1409	RS	18	14	14	3	8	12	3	72			17
	PS	90.0	56.0	63.6	50.0	80.0	80.0	27.3	66.1			2
18 1431	RS	18	9	14	4	8	12	6	71			18
	PS	90.0	36.0	63.6	66.7	80.0	80.0	54.5	65.1			1
19 1446	RS	16	9	17	4	7	11	4	68			
	PS	80.0	36.0	77.3	66.7	70.0	73.3	36.4	62.4			
20 1436	RS	12	8	17	4	7	11	9	68			
	PS	60.0	32.0	77.3	66.7	70.0	73.3	81.8	62.4			
21 1440	RS	17	12	17	3	7	9	3	68			
	PS	85.0	48.0	77.3	50.0	70.0	60.0	27.3	62.4			
22 1460	RS	13	9	13	5	8	14	6	68			
	PS	65.0	36.0	59.1	83.3	80.0	93.3	54.5	62.4			

RUN DATE: 08/17/2011

ITEM ANALYSIS

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EXAMINATION DATE: 08/17/2011

EXAMINATION TITLE:

City of Dubuque -LANDFILL EQUIPMENT OPERATOR

EXAM ID: 00010071

EXAMINEE TEST PERFORMANCE LIST

SEQ EXAMINEE NO ID	SEX	ETH	1	2	3	4	5	6	7	WTD TOTAL	EACH CUM FREQ FREQ
23 1456	RS	16	11	13	3	8	9	8	68		
	PS	80.0	44.0	59.1	50.0	80.0	60.0	72.7	62.4		
24 1449	RS	16	10	12	3	9	12	6	68		
	PS	80.0	40.0	54.5	50.0	90.0	80.0	54.5	62.4		
25 1421	RS	15	10	15	4	8	12	4	68		
	PS	75.0	40.0	68.2	66.7	80.0	80.0	36.4	62.4		
26 1405	RS	10	14	13	4	7	12	8	68		
	PS	50.0	56.0	59.1	66.7	70.0	80.0	72.7	62.4		
27 1444	RS	15	9	13	4	9	11	7	68	9	27
	PS	75.0	36.0	59.1	66.7	90.0	73.3	63.6	62.4		
28 1422	RS	16	8	15	3	9	9	7	67		
	PS	80.0	32.0	68.2	50.0	90.0	60.0	63.6	61.5		
29 1439	RS	13	6	18	5	6	13	6	67		
	PS	65.0	24.0	81.8	83.3	60.0	86.7	54.5	61.5		
30 1443	RS	15	11	12	4	9	10	6	67		
	PS	75.0	44.0	54.5	66.7	90.0	66.7	54.5	61.5		
31 1438	RS	15	9	14	4	8	13	4	67	4	31
	PS	75.0	36.0	63.6	66.7	80.0	86.7	36.4	61.5		
32 1429	RS	15	8	13	4	8	11	7	66		
	PS	75.0	32.0	59.1	66.7	80.0	73.3	63.6	60.6		
33 1457	RS	14	7	13	4	9	13	6	66	2	33
	PS	70.0	28.0	59.1	66.7	90.0	86.7	54.5	60.6		

EXAMINATION DATE:

08/17/2011

EXAMINATION TITLE:

City of Dubuque -LANDFILL EQUIPMENT OPERATOR

EXAM ID: 00010071

EXAMINEE TEST PERFORMANCE LIST

SEQ EXAMINEE NO ID	SEX	ETH	1	2	3	4	5	6	7	WTD TOTAL	EACH FREQ	CUM FREQ
34 1411	RS	14	11	12	3	8	11	5	64	1	34	
	PS	70.0	44.0	54.5	50.0	80.0	73.3	45.5	58.7			
35 1433	RS	15	10	12	3	9	9	5	63			
	PS	75.0	40.0	54.5	50.0	90.0	60.0	45.5	57.8			
36 1423	RS	13	8	15	2	8	11	6	63			
	PS	65.0	32.0	68.2	33.3	80.0	73.3	54.5	57.8			
37 1459	RS	15	9	12	3	8	9	7	63	3	37	
	PS	75.0	36.0	54.5	50.0	80.0	60.0	63.6	57.8			
38 1424	RS	13	7	13	2	8	11	8	62			
	PS	65.0	28.0	59.1	33.3	80.0	73.3	72.7	56.9			
39 1427	RS	16	10	11	3	7	12	3	62			
	PS	80.0	40.0	50.0	50.0	70.0	80.0	27.3	56.9			
40 1410	RS	13	10	12	2	7	13	5	62	3	40	
	PS	65.0	40.0	54.5	33.3	70.0	86.7	45.5	56.9			
41 1426	RS	14	9	14	4	8	7	5	61			
	PS	70.0	36.0	63.6	66.7	80.0	46.7	45.5	56.0			
42 1406	RS	12	10	11	4	8	12	4	61	2	42	
	PS	60.0	40.0	50.0	66.7	80.0	80.0	36.4	56.0			
43 1454	RS	13	9	12	3	8	9	6	60			
	PS	65.0	36.0	54.5	50.0	80.0	60.0	54.5	55.0			
44 1414	RS	14	10	10	4	6	11	5	60	2	44	
	PS	70.0	40.0	45.5	66.7	60.0	73.3	45.5	55.0			

RUN DATE: 08/17/2011

ITEM ANALYSIS

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EXAMINATION DATE: 08/17/2011

EXAMINATION TITLE:

City of Dubuque -LANDFILL EQUIPMENT OPERATOR

EXAM ID: 00010071

EXAMINEE TEST PERFORMANCE LIST

SEQ EXAMINEE NO ID	SEX	ETH	1	2	3	4	5	6	7	WTD TOTAL FREQ	EACH CUM FREQ
45 1461	RS	12	6	13	4	6	13	5	59		
	PS	60.0	24.0	59.1	66.7	60.0	86.7	45.5	54.1		
46 1417	RS	8	10	12	3	9	11	6	59		
	PS	40.0	40.0	54.5	50.0	90.0	73.3	54.5	54.1		
47 1442	RS	15	11	9	1	6	11	6	59		
	PS	75.0	44.0	40.9	16.7	60.0	73.3	54.5	54.1		
48 1448	RS	15	9	10	3	8	10	4	59	4	48
	PS	75.0	36.0	45.5	50.0	80.0	66.7	36.4	54.1		
49 1416	RS	10	8	15	3	6	10	6	58		
	PS	50.0	32.0	68.2	50.0	60.0	66.7	54.5	53.2		
50 1453	RS	13	11	10	3	6	10	5	58	2	50
	PS	65.0	44.0	45.5	50.0	60.0	66.7	45.5	53.2		
51 1403	RS	8	8	11	1	8	12	7	55		
	PS	40.0	32.0	50.0	16.7	80.0	80.0	63.6	50.5		
52 1407	RS	13	7	9	4	7	10	5	55	2	52
	PS	65.0	28.0	40.9	66.7	70.0	66.7	45.5	50.5		
53 1404	RS	15	8	8	2	9	10	2	54		
	PS	75.0	32.0	36.4	33.3	90.0	66.7	18.2	49.5		
54 1435	RS	10	6	12	5	7	11	3	54		
	PS	50.0	24.0	54.5	83.3	70.0	73.3	27.3	49.5		
55 1441	RS	12	10	8	3	8	9	4	54	3	55
	PS	60.0	40.0	36.4	50.0	80.0	60.0	36.4	49.5		

RUN DATE: 08/17/2011

ITEM ANALYSIS

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EXAMINATION DATE:

08/17/2011

EXAMINATION TITLE:

City of Dubuque -LANDFILL EQUIPMENT OPERATOR

EXAM ID: 00010071

EXAMINEE TEST PERFORMANCE LIST

SEQ NO	EXAMINEE ID	SEX	ETH	1	2	3	4	5	6	7	WTD TOTAL	EACH FREQ	CUM FREQ
56	1415	RS	10	5	10	4	8	9	7	53	1	56	
		PS	50.0	20.0	45.5	66.7	80.0	60.0	63.6	48.6			
57	1434	RS	12	10	9	2	6	8	4	51	1	57	
		PS	60.0	40.0	40.9	33.3	60.0	53.3	36.4	46.8			
58	1437	RS	8	9	11	3	5	10	4	50	1	58	
		PS	40.0	36.0	50.0	50.0	50.0	66.7	36.4	45.9			
59	1462	RS	12	10	9	2	7	2	1	43	1	59	
		PS	60.0	40.0	40.9	33.3	70.0	13.3	9.1	39.4			
60	1452	RS	8	8	8	3	3	4	2	36	1	60	
		PS	40.0	32.0	36.4	50.0	30.0	26.7	18.2	33.0			



TO: Civil Service Commission

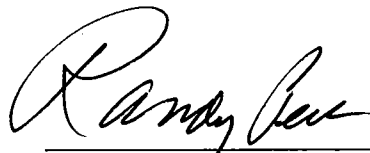
FROM: Randy Peck, Personnel Manager

SUBJECT: Request to Schedule an Examination for the Position of Equipment Operator-I

DATE: July 27, 2011

The Civil Service Eligibility List for Equipment Operator I will be exhausted on October 16, 2011. Consequently, I am requesting that the Civil Service Commission set a date for a promotional examination for this position.

If you have any questions, please feel free to call.


Randy Peck

RP:jmh

cc: Michael C. Van Milligen, City Manager
Kevin Firnstahl, Acting City Clerk
Dave Baker, Eastern Iowa Director, Teamsters Local Union No. 120
Don Vogt, Public Works Director
John Klosterman, Street/Sewer Maintenance Supervisor



TO: Civil Service Commission

FROM: Dave Baker, Eastern Iowa Director, Teamsters Local Union No. 120
Randy Peck, Personnel Manager

SUBJECT: Examination Rules for the Position of Equipment Operator I

DATE: July 27, 2011

The purpose of this memorandum is to provide you with our recommendation regarding the examination rules for the position of Equipment Operator I. We agree that this should be a promotional examination and recommend that the examination be limited to all current City employees. If you concur that this is a promotional examination, the time limit, by law, is established at two years.

Thank you for your assistance and if you have any questions, please feel free to call.

cc: Michael C. Van Milligen, City Manager
Kevin Firnstahl, Acting City Clerk
Don Vogt, Public Works Director
John Klostermann, Street/Sewer Maintenance Supervisor