



Civil Service Commission Meeting

Wednesday, December 17, 2025, at 3:00 PM

City Council Chambers, City Hall (10 3rd Ave SW)

Any person needing special accommodation for the meeting is requested to notify the City Clerk's office at 857-4752.

1. CALL TO ORDER

2. NEW BUSINESS

2.1. HR PROGRAM MANAGER AND HR PAYROLL AND HRIS MANAGER

**It is recommended the Civil Service Commission review and approve the proposed job descriptions and grades for the HR Program Manager and HR Payroll and HRIS Manager positions.**

2.2. RATIFICATION OF QUARTER 4 2025 EMPLOYMENT LISTS

**It is recommended the Civil Service Commission ratify the administratively approved 2025 Quarter 4 employment lists.**

3. ADJOURNMENT



## Payroll/ HRIS Manager Job Description

|                     |                 |                        |             |
|---------------------|-----------------|------------------------|-------------|
| <b>DEPARTMENT:</b>  | Human Resources | <b>REPORTS TO:</b>     | HR Director |
| <b>FLSA STATUS:</b> | Exempt          | <b>DIRECT REPORTS:</b> | N/A         |
| <b>PAY GRADE:</b>   | 69              | <b>DATE REVISED:</b>   | 07/18/2025  |

### Purpose of Position:

The Payroll & HRIS Manager provides strategic oversight, management, and operational leadership of the City's payroll processing, timekeeping systems, HR Information Systems (HRIS), and workforce analytics. This role ensures accuracy, compliance, system optimization, and analytical insights to enhance organizational decision-making and support effective workforce management.

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### Essential Duties and Responsibilities:

#### Payroll Management:

- Oversee end-to-end payroll processing for City employees, ensuring accuracy, timeliness, and compliance with federal, state, and local regulations.
- Manage payroll audits, reconciliations, and reporting, addressing discrepancies proactively.
- Ensure compliance with tax reporting requirements, payroll deductions, wage garnishments, and benefit contributions.
- Coordinate and verify accuracy of payroll deductions, withholding taxes, and garnishments.
- Oversee audits and compliance checks related to payroll and benefit plans

#### Timekeeping and Attendance:

- Supervise and optimize the City's timekeeping systems, policies, and processes to ensure accurate tracking and reporting of employee attendance, leave, overtime, and hours worked.
- Provide guidance to departments on complex timekeeping scenarios, FLSA compliance, and labor agreements related to payroll and attendance.

#### HRIS System Maintenance:

- Serve as primary administrator for the ADP Workforce Now system, overseeing data integrity, system configuration, updates, troubleshooting, and enhancements.
- Develop and maintain user procedures, guidelines, and training materials related to HRIS operations.
- Evaluate system performance, identify opportunities for improvement, and coordinate upgrades or enhancements with IT and vendors.

#### Workforce Analytics & Reporting:



#### Payroll/ HRIS Manager Job Description

- Generate comprehensive workforce analytics reports and dashboards that provide actionable insights to leadership on payroll trends, budgeting, and workforce metrics.
- Utilize data analytics to identify workforce trends, inform budget projections, and support strategic HR initiatives.
- Conduct analyses to ensure equitable pay practices and compliance with internal policies and external regulations.

#### **Collaboration & Customer Service:**

- Partner closely with HR team members, the Finance Department, and department heads to resolve payroll-related inquiries efficiently and effectively.
- Act as the expert resource on payroll, HRIS, and workforce analytics topics, providing clear communication and proactive solutions to internal stakeholders.
- Calculate and prepare salary projections for the annual city budget.

#### **Continuous Improvement:**

- Stay abreast of regulatory changes, industry best practices, and emerging trends in payroll management, HRIS technology, and workforce analytics.
- Recommend, design, and implement process improvements to enhance efficiency, accuracy, and user experience within payroll and HRIS operations.

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#### **Qualifications:**

##### **Education and Experience:**

- Bachelor's degree in Business Administration, Accounting, Human Resources, Information Systems, or related field preferred
- Minimum of five (5) years of progressive experience managing payroll, HRIS systems, and workforce analytics, preferably within a public-sector or municipal environment.
- Experience with ADP Workforce Now strongly preferred.
- Certified Payroll Professional (CPP), SHRM-CP/SCP, or similar certifications preferred.
- Any equivalent combination of relevant education, work experience, and credentialing

##### **Knowledge, Skills, and Abilities:**

- Extensive knowledge of payroll processes, regulatory compliance, taxation, FLSA guidelines, and best practices.
- Proficiency in HRIS platforms, particularly ADP Workforce Now, with advanced skills in data analytics and reporting.



## Payroll/ HRIS Manager Job Description

- Strong analytical skills, with the ability to interpret complex data sets and translate them into strategic insights and actionable recommendations.
  - Exceptional attention to detail, accuracy, and organizational skills.
  - Strong communication and interpersonal skills to effectively interact with all organizational levels.
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### **Physical Requirements:**

- Regularly required to speak clearly and hear.
  - Frequently required to stand, walk, and use hands and arms.
  - Occasionally required to sit, stoop, kneel, crouch, and lift/move objects up to 25 pounds.
  - Must possess sufficient vision capabilities for close, distance, and peripheral vision tasks.
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### **Working Conditions:**

Primarily office-based role requiring the use of standard office equipment, computer systems, and frequent interaction with employees and leadership. Occasional need to lift and transport files or equipment weighing up to 20 pounds.

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### **Disclaimer:**

This job description outlines the general nature and level of work performed by the Payroll & HRIS Manager. It is not an exhaustive list of duties and responsibilities, and the City reserves the right to modify duties based on organizational needs.



## HR Program Manager Job Description

|                     |                 |                        |             |
|---------------------|-----------------|------------------------|-------------|
| <b>DEPARTMENT:</b>  | Human Resources | <b>REPORTS TO:</b>     | HR Director |
| <b>FLSA STATUS:</b> | Exempt          | <b>DIRECT REPORTS:</b> | N/A         |
| <b>PAY GRADE:</b>   | 69              | <b>DATE REVISED:</b>   | 07/18/2025  |

### Purpose of Position:

The HR Program Manager provides strategic oversight and leadership for City-wide Human Resources programs, specifically emphasizing Human Resources Risk Management, Workforce Development, and Occupational Health and Wellness. This position is critical in aligning strategic HR initiatives with organizational objectives, ensuring regulatory compliance, minimizing risk exposure, enhancing workforce capabilities, and promoting a culture of health and well-being across the City.

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### Essential Duties and Responsibilities:

#### Human Resources Risk Management:

- Develop, implement, and oversee comprehensive HR risk management programs that proactively identify, assess, and mitigate risks.
- Collaborate with departments to conduct risk assessments, establish controls, and continuously monitor effectiveness.
- Lead compliance efforts, including regulatory reporting, policy review, and audits related to workforce safety, HR legal requirements, and best practices.

#### Workforce Development:

- Design, manage, and evaluate strategic workforce development initiatives including succession planning, leadership training, career development pathways, and organizational effectiveness.
- Develop and coordinate training programs, workshops, and resources to foster leadership skills, professional growth, and employee retention.
- Partner closely with department leaders to anticipate future workforce needs and address capability gaps.

#### Occupational Health and Wellness:

- Oversee the strategic design and management of occupational health, safety, and employee wellness initiatives, fostering a proactive culture of safety, prevention, and employee well-being.
- Coordinate the development, implementation, and evaluation of wellness programs, health screenings, and health education campaigns aimed at improving overall employee wellness and productivity.
- Manage vendor relationships related to occupational health services, ensuring contractual obligations and performance standards are met.



## HR Program Manager Job Description

- Serve as the Workforce Safety & Insurance (WSI) Claims Coordinator, managing workers' compensation claims processes, filings, and reporting.
- Coordinate and participate in city safety committees and accident review boards to enhance organizational safety culture and compliance.
- Act as the City's representative for external safety and human resource association

### **Strategic Collaboration and Analytics:**

- Act as a strategic partner to City leadership and cross-functional teams, aligning HR program initiatives with organizational goals.
- Provide data-driven insights and analytics on workforce development, risk management trends, health outcomes, and compliance performance to inform strategic decisions.
- Prepare and deliver executive-level reports and recommendations based on comprehensive analysis of HR program effectiveness.

### **Continuous Improvement and Innovation:**

- Identify opportunities for program enhancements, leveraging industry best practices and innovative methodologies.
- Monitor emerging trends, regulatory changes, and best practices in HR risk management, workforce development, and occupational wellness, implementing necessary adjustments proactively.
- Champion innovation within HR programs, promoting a culture of continuous improvement and organizational excellence.

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### **Qualifications:**

#### **Education and Experience:**

- Bachelor's degree in Human Resources, Organizational Development, Public Administration, Risk Management, or a related field preferred.
- Minimum of five (5) years of progressively responsible experience managing strategic HR programs, risk management initiatives, workforce development, and/or occupational wellness programs, preferably within a public-sector or municipal setting.
- Relevant certifications (e.g., SHRM-SCP/SPHR, ARM, PMP) are strongly preferred.
- Any equivalent combination of relevant education and work experience

#### **Knowledge, Skills, and Abilities:**

- Expert knowledge of HR risk management principles, workforce development strategies, and occupational health best practices.



## HR Program Manager Job Description

- Proven ability to design, implement, and evaluate strategic programs aligned with organizational priorities and regulatory compliance.
  - Strong analytical and critical-thinking skills with experience using data analytics to drive decision-making.
  - Excellent project management, organizational, and time-management skills.
  - Exceptional communication skills, with demonstrated ability to effectively influence, collaborate, and partner across all organizational levels.
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### **Physical Requirements:**

- Regularly required to speak clearly and hear.
  - Frequently required to stand, walk, and use hands and arms.
  - Occasionally required to sit, stoop, kneel, crouch, and lift/move objects up to 25 pounds.
  - Must possess sufficient vision capabilities for close, distance, and peripheral vision tasks.
- 

### **Working Conditions:**

Primarily office-based role requiring the use of standard office equipment, computer systems, and frequent interaction with employees and leadership. Occasional need to lift and transport files or equipment weighing up to 25 pounds.

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### **Disclaimer:**

This job description outlines the general nature and level of work performed by the Payroll & HRIS Manager. It is not an exhaustive list of duties and responsibilities, and the City reserves the right to modify duties based on organizational needs.

**Light Equipment Operator**  
**September 2025**

|                     |                     |                     |                   |                        |              |                  |
|---------------------|---------------------|---------------------|-------------------|------------------------|--------------|------------------|
|                     | 100                 |                     |                   |                        | 100 Points   |                  |
|                     | (300 x .3333)       |                     |                   |                        |              |                  |
| <b>Name</b>         | <b>Interview rs</b> | <b>Interview CS</b> | <b>Vet Pref-%</b> | <b>Vet Pref Points</b> | <b>Total</b> | <b>Placement</b> |
| William Brock       | 265.75              | 88.5745             | 10%               | 8.86                   | 97.43        | 1                |
| Nathan Canfield     | 233.35              | 77.7756             |                   | 0.00                   | 77.78        | 2                |
| James Witt          | 207.55              | 69.1764             | 5%                | 3.46                   | 72.64        | 3                |
| Ronald Archer       | 188.9               | 62.9604             |                   | 0.00                   | 62.96        | 4                |
| Michael Hangebrauck | 179.9               | 59.9607             |                   | 0.00                   | 59.96        | 5                |
| Laramie Davis       | 163.1               | 54.3612             |                   | 0.00                   | 54.36        | 6                |
| Dylon Heizelman     | 155.75              | 51.9115             |                   | 0.00                   | 51.91        | 7                |

RS = Raw Score

CS = Converted Score

\* = no interview score



**Airport Operations Tech**  
**October 2025**

|                   |                     |                     |                   |                        |              |                  |
|-------------------|---------------------|---------------------|-------------------|------------------------|--------------|------------------|
|                   | 100                 |                     |                   |                        | 100 Points   |                  |
|                   | (300 x .3333)       |                     |                   |                        |              |                  |
| <b>Name</b>       | <b>Interview rs</b> | <b>Interview CS</b> | <b>Vet Pref-%</b> | <b>Vet Pref Points</b> | <b>Total</b> | <b>Placement</b> |
| Kenneth Taylor    | 264.45              | 88.1412             | 5%                | 4.41                   | 92.55        | 1                |
| Zachary Shiflet   | 261.75              | 87.2413             |                   | 0.00                   | 87.24        | 2                |
| Alexander Ballard | 245.30              | 81.7585             | 5%                | 4.09                   | 85.85        | 3                |
| Austin Lizama     | 239.45              | 79.8087             |                   | 0.00                   | 79.81        | 4                |
| Garrett Carlson   | 236.90              | 78.9588             |                   | 0.00                   | 78.96        | 5                |
| Donald Heising    | 211.65              | 70.5429             |                   | 0.00                   | 70.54        | 6                |
| Chad Johnson      | 203.7               | 67.8932             |                   | 0.00                   | 67.89        | 7                |
| Timothy Morse     | 199.4               | 66.4600             |                   | 0.00                   | 66.46        | 8                |
| Jordan Glick      | 144.8               | 48.2618             |                   | 0.00                   | 48.26        | 9                |

RS = Raw Score

CS = Converted Score

\* = no interview score

**Dispatcher December 2025**

|                   |            |         | 50 points  |              | 50 points     |          |           |                 | 100 points |           |
|-------------------|------------|---------|------------|--------------|---------------|----------|-----------|-----------------|------------|-----------|
|                   |            |         | (100 x .5) |              | (300 x .1666) |          |           |                 |            |           |
| Last Name         | First Name | Test RS | Test CS    | Interview RS | Interview CS  | Subtotal | Vet Pref% | Vet Pref Points | Total      | Placement |
| Langlais          | Sidney     | 57.58   | 28.79      | 209.00       | 34.8194       | 63.61    | 5%        | 3.18            | 66.79      | 1         |
| Rivers            | Krystal    | 52.98   | 26.49      | 229          | 38.1514       | 64.64    |           | 0.00            | 64.64      | 2         |
| Johnson           | Joshua     | 51.78   | 25.89      | 227.5        | 37.9015       | 63.79    |           | 0.00            | 63.79      | 3         |
| Okon              | Destany    | 56.23   | 28.12      | 204          | 33.9864       | 62.10    |           | 0.00            | 62.10      | 4         |
| Bakke             | Brittney   | 47.15   | 23.58      | 164          | 27.3224       | 50.90    |           | 0.00            | 50.90      | 5         |
| Nelson            | Aaron      | 49.22   | 24.61      | 154.5        | 25.7397       | 50.35    |           | 0.00            | 50.35      | 6         |
| Atkins            | Megan*     | 54.16   | 27.08      |              | 0.0000        | 27.08    |           | 0.00            | 27.08      |           |
| White             | Briley*    | 50.1    | 25.05      |              | 0.0000        | 25.05    | 5%        | 1.25            | 26.30      |           |
| Sanderson         | Mason*     | 50.37   | 25.19      |              | 0.0000        | 25.19    |           | 0.00            | 25.19      |           |
| Mongold           | Reisa*     | 48.46   | 24.23      |              | 0.0000        | 24.23    |           | 0.00            | 24.23      |           |
| Wixom             | Travis*    | 47.44   | 23.72      |              | 0.0000        | 23.72    |           | 0.00            | 23.72      |           |
| Martin            | Lucille    | 45.57   | 22.79      |              | 0.0000        | 22.79    |           | 0.00            | 22.79      |           |
| Lee               | David      | 45.02   | 22.51      |              | 0.0000        | 22.51    |           | 0.00            | 22.51      |           |
| Kelly             | Beth       | 43.94   | 21.97      |              | 0.0000        | 21.97    |           | 0.00            | 21.97      |           |
| Arocha            | Rico       | 42.67   | 21.34      |              | 0.0000        | 21.34    |           | 0.00            | 21.34      |           |
| Evans             | Derek      | 42.23   | 21.12      |              | 0.0000        | 21.12    |           | 0.00            | 21.12      |           |
| Flanders          | Dejah      | 41.44   | 20.72      |              | 0.0000        | 20.72    |           | 0.00            | 20.72      |           |
| Murray            | Melissa    | 39.05   | 19.53      |              | 0.0000        | 19.53    |           | 0.00            | 19.53      |           |
| Snavely           | Kobie      | 38.1    | 19.05      |              | 0.0000        | 19.05    |           | 0.00            | 19.05      |           |
| Laughrey-Fontaine | Stephanie  | 31.9    | 15.95      |              | 0.0000        | 15.95    |           | 0.00            | 15.95      |           |

RS = Raw Score

CS = Converted Score

\* = no interview score

**Dispatcher September 2025**

|                  |                   |                | 50 points      |                     | 50 points           |                 |                  |                        | 100 points   |                  |
|------------------|-------------------|----------------|----------------|---------------------|---------------------|-----------------|------------------|------------------------|--------------|------------------|
|                  |                   |                | (100 x .5)     |                     | (300 x .1666)       |                 |                  |                        |              |                  |
| <b>Last Name</b> | <b>First Name</b> | <b>Test RS</b> | <b>Test CS</b> | <b>Interview RS</b> | <b>Interview CS</b> | <b>Subtotal</b> | <b>Vet Pref%</b> | <b>Vet Pref Points</b> | <b>Total</b> | <b>Placement</b> |
| Byrne            | Brandon           | 56.56          | 28.28          | 291.00              | 48.4806             | 76.76           |                  | 0.00                   | 76.76        | 1                |
| Ives             | Ashlee            | 56.61          | 28.31          | 275.00              | 45.8150             | 74.12           |                  | 0.00                   | 74.12        | 2                |
| Iverson          | Kristen           | 55.94          | 27.97          | 242.00              | 40.3172             | 68.29           |                  | 0.00                   | 68.29        | 3                |
| Farmer           | Katrina           | 55.45          | 27.73          | 203.00              | 33.8198             | 61.54           |                  | 0.00                   | 61.54        | 4                |
| Culver           | Casey             | 56.96          | 28.48          | 190.00              | 31.6540             | 60.13           |                  | 0.00                   | 60.13        | 5                |
| Kraft            | Jenna             | 57.4           | 28.70          | 164.00              | 27.3224             | 56.02           |                  | 0.00                   | 56.02        | 6                |
| Player           | Sandra            | 55             | 27.50          | 165.00              | 27.4890             | 54.99           |                  | 0.00                   | 54.99        | 7                |
| Hurt             | Jenna             | 57.59          | 28.80          | 149.00              | 24.8234             | 53.62           |                  | 0.00                   | 53.62        | 8                |
| Deardurff        | McKenna*          | 54.39          | 27.20          |                     | 0.0000              | 27.20           |                  | 0.00                   | 27.20        |                  |
| Kolobakken       | Christian*        | 54.34          | 27.17          |                     | 0.0000              | 27.17           |                  | 0.00                   | 27.17        |                  |
| Goerndt          | Jeni              | 54.06          | 27.03          |                     | 0.0000              | 27.03           |                  | 0.00                   | 27.03        |                  |
| Heisler          | Miranda           | 50.96          | 25.48          |                     | 0.0000              | 25.48           |                  | 0.00                   | 25.48        |                  |
| Getchell         | Tyler             | 49.88          | 24.94          |                     | 0.0000              | 24.94           |                  | 0.00                   | 24.94        |                  |
| Kihlstrom        | Rebecca           | 49.47          | 24.74          |                     | 0.0000              | 24.74           |                  | 0.00                   | 24.74        |                  |
| Reyes            | Alejandro         | 48.57          | 24.29          |                     | 0.0000              | 24.29           |                  | 0.00                   | 24.29        |                  |
| Woodward         | Zane              | 46.22          | 23.11          |                     | 0.0000              | 23.11           |                  | 0.00                   | 23.11        |                  |

**RS = Raw Score**

**CS = Converted Score**

**\* = no interview score**

**Firefighter**  
**October 2025**

|                  |                   |                |                |                     |                     |                 |                   |                     |              |                  |
|------------------|-------------------|----------------|----------------|---------------------|---------------------|-----------------|-------------------|---------------------|--------------|------------------|
|                  |                   |                | 40 points      |                     | 60 points           |                 |                   |                     | 100 points   |                  |
|                  |                   |                | 90x0.44444     |                     | 500 X0.12           |                 |                   |                     |              |                  |
| <b>Last Name</b> | <b>First Name</b> | <b>Exam RS</b> | <b>Exam CS</b> | <b>Interview RS</b> | <b>Interview CS</b> | <b>Subtotal</b> | <b>Vet's Pref</b> | <b>Vet's Points</b> | <b>Total</b> | <b>Placement</b> |
| Brodsky          | Ryan              | 78             | 34.67          | 352.250             | 42.27               | 76.94           | 10%               | 7.693632            | 84.6300      | 1                |
| Wedar            | Elijah            | 70             | 31.11          | 358.050             | 42.97               | 74.08           | 10%               | 7.40768             | 81.4845      | 2                |
| Ahles            | Michael           | 77             | 34.22          | 319.500             | 38.34               | 72.56           |                   | 0                   | 72.5619      | 3                |
| Emmel            | Andrew            | 76             | 33.78          | 311.400             | 37.37               | 71.15           |                   | 0                   | 71.1454      | 4                |
| Flanagan         | Stephen           | 78             | 34.67          | 266.600             | 31.99               | 66.66           |                   | 0                   | 66.6583      | 5                |
| Raine            | Jason             | 63             | 28.00          | 260.050             | 31.21               | 59.21           |                   | 0                   | 59.2057      | 6                |
| Green            | Brady             | 65             | 28.89          | 237.300             | 28.48               | 57.36           |                   | 0                   | 57.3646      | 7                |
| Graser           | Sebastian         | 69             | 30.67          | 176.400             | 21.17               | 51.83           | 5%                | 2.591718            | 54.4261      | 8                |
| Christianson     | Hunter            | 62             | 27.56          |                     | 0.00                | 27.56           |                   | 0                   | 27.5553      |                  |
| Schoenborn       | Alex              | 59             | 26.22          |                     | 0.00                | 26.22           |                   | 0                   | 26.2220      |                  |
| Swital           | Mason             | 59             | 26.22          |                     | 0.00                | 26.22           |                   | 0                   | 26.2220      |                  |
| Maxwell          | Morgan            | 58             | 25.78          |                     | 0.00                | 25.78           |                   | 0                   | 25.7775      |                  |
| Thomas           | Darrel            | 52             | 23.11          |                     | 0.00                | 23.11           | 5%                | 1.155544            | 24.2664      |                  |
| Herzig           | James             | 54             | 24.00          |                     | 0.00                | 24.00           |                   | 0                   | 23.9998      |                  |
| Dulzo            | David             | 47             | 20.89          |                     | 0.00                | 20.89           |                   | 0                   | 20.8887      |                  |
| Contreras        | Samuel            | 46             | 20.44          |                     | 0.00                | 20.44           |                   | 0                   | 20.4442      |                  |
| Swital           | Hayden            | 43             | 19.11          |                     | 0.00                | 19.11           |                   | 0                   | 19.1109      |                  |

RS = Raw Score

CS=Converted Score

PhysAgil=Physical Agility

12/15/2025

**GIS Tech**  
**October 2025**

|                   |                     |                     |                   |                        |              |                  |
|-------------------|---------------------|---------------------|-------------------|------------------------|--------------|------------------|
|                   | 100                 |                     |                   |                        | 100 Points   |                  |
|                   | (400 x .25)         |                     |                   |                        |              |                  |
| <b>Name</b>       | <b>Interview rs</b> | <b>Interview CS</b> | <b>Vet Pref-%</b> | <b>Vet Pref Points</b> | <b>Total</b> | <b>Placement</b> |
| Pravalika Ravula  | 333.90              | 83.4750             |                   | 0.00                   | 83.48        | 1                |
| Dylan Cook        | 317.2               | 79.3000             |                   | 0.00                   | 79.30        | 2                |
| Kyle Dregney      | 294.85              | 73.7125             |                   | 0.00                   | 73.71        | 3                |
| Kira Kaznosky     | 264.62              | 66.1550             |                   | 0.00                   | 66.16        | 4                |
| Matthew Turner    | 240.65              | 60.1625             | 5%                | 3.01                   | 63.17        | 5                |
| Daniel Donkor     | 252.55              | 63.1375             |                   | 0.00                   | 63.14        | 6                |
| Zach Pielhop      | 235.7               | 58.9250             | 5%                | 2.95                   | 61.87        | 7                |
| Sienna (Yuxin) He | 231.55              | 57.8875             |                   | 0.00                   | 57.89        | 8                |
| Anthony Teel      | 208.10              | 52.0250             |                   | 0.00                   | 52.03        | 9                |

RS = Raw Score

CS = Converted Score

\* = no interview score

**Grant Manager**  
**November 2025**

|               |                     |                     |                   |                        |              |                  |
|---------------|---------------------|---------------------|-------------------|------------------------|--------------|------------------|
|               | 100                 |                     |                   |                        | 100 Points   |                  |
|               | (300x.3333)         |                     |                   |                        |              |                  |
| <b>Name</b>   | <b>Interview rs</b> | <b>Interview CS</b> | <b>Vet Pref-%</b> | <b>Vet Pref Points</b> | <b>Total</b> | <b>Placement</b> |
| Liana Escott  | 258.7               | 86.2247             |                   | 0.00                   | 86.22        | 1                |
| Jodi Erickson | 247.38              | 82.4518             |                   | 0.00                   | 82.45        | 2                |
| Jodi Webb     | 240.25              | 80.0753             |                   | 0.00                   | 80.08        | 3                |
| John Meyer    | 227.65              | 75.8757             |                   | 0.00                   | 75.88        | 4                |
| Neil Gush     | 168.50              | 56.1611             | 5%                | 2.81                   | 58.97        | 5                |

RS = Raw Score

CS = Converted Score

\* = no interview score

**Light Equipment Operator**  
**December 2025**

|                  |                     |                     |                   |                        |              |                  |
|------------------|---------------------|---------------------|-------------------|------------------------|--------------|------------------|
|                  | 100                 |                     |                   |                        | 100 Points   |                  |
|                  | (300 x .3333)       |                     |                   |                        |              |                  |
| <b>Name</b>      | <b>Interview rs</b> | <b>Interview CS</b> | <b>Vet Pref-%</b> | <b>Vet Pref Points</b> | <b>Total</b> | <b>Placement</b> |
| Hunter Cooper    | 271.7               | 90.5576             |                   | 0.00                   | 90.56        | 1                |
| Jimmy Boyett     | 265.85              | 88.6078             |                   | 0.00                   | 88.61        | 2                |
| Lori Neuhalphen  | 250.45              | 83.4750             |                   | 0.00                   | 83.47        | 3                |
| Kiri Rodriguez   | 248.45              | 82.8084             |                   | 0.00                   | 82.81        | 4                |
| Justin Merritt   | 239.2               | 79.7254             |                   | 0.00                   | 79.73        | 5                |
| Jace Papoff      | 223.19              | 74.3892             |                   | 0.00                   | 74.39        | 6                |
| Charles Flemming | 170.90              | 56.9610             |                   | 0.00                   | 56.96        | 7                |

RS = Raw Score

CS = Converted Score

\* = no interview score

**Property Maintenance Superintendent**

**October 2025**

**(130 x .3461)**

**(300 x .15)**

**45 points**

**45 points**

**10 points**

**100 points**

| <b>Name</b>     | <b>Test RS</b> | <b>Test CS</b> | <b>Interview RS</b> | <b>Interview CS</b> | <b>Service Time</b> | <b>Service Time Points</b> | <b>Total</b> | <b>Placement</b> |
|-----------------|----------------|----------------|---------------------|---------------------|---------------------|----------------------------|--------------|------------------|
| Samuel Smith    | 98             | 33.9178        | 268.00              | 40.2000             | 1yr7mo              | 2                          | 76.1178      | 1                |
| Kelly Brandt    | 82             | 28.3802        | 251.00              | 37.6500             | 10yr8mo             | 10                         | 76.0302      | 2                |
| Matthew Oswalt  | 94             | 32.5334        | 253.00              | 37.9500             | 3yr9mo              | 4                          | 74.4834      | 3                |
| Brent Coughlin  | 87             | 30.1107        | 276.00              | 41.4000             | 1yr7mo              | 2                          | 73.5107      | 4                |
| Cody Lockyer    | 91             | 31.4951        | 241.00              | 36.1500             | 3yr5mo              | 4                          | 71.6451      | 5                |
| Michael Rafala  | 100            | 34.6100        | 182.00              | 27.3000             | 8yr8mo              | 9                          | 70.9100      | 6                |
| Joseph Cutaia   | 89             | 30.8029        | 167.00              | 25.0500             | 8yr11mo             | 9                          | 64.8529      | 7                |
| Jesse Headrick  | 96             | 33.2256        | 79                  | 11.8500             | 2yrs                | 3                          | 48.0756      | 8                |
| Dustin Anderson | 81             | 28.0341        | 68.00               | 10.2000             | 1yr6mo              | 2                          | 40.2341      | 9                |

**RS = Raw Score**

**CS = Converted Score**

**\* = did not test**