

Civil Service Commission
Monday, March 16, 2020 4:00 PM
Crete City Hall
243 E 13th Street
Crete, NE 68333

1. Open Meeting

The City has posted a copy of the Open Meetings Act, Laws, of the State of Nebraska, in the back of the council chambers. Additional copies are available to read, if anyone wishes one during this meeting, please advise. As each agenda item is considered, if there are any questions concerning the agenda item please advise. The Commission may consider items listed on the agenda in random order. The City has assisted listening devices available, if needed please advise. This meeting was posted in three public places to-wit:

2. City Hall - 1st Floor
Post Office - Lobby
City Bank and Trust - Front Entry

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3. Roll Call

Attendance of Commission members will be recorded to determine the presence of a quorum for official actions.

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4. Special Order of Business

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A. Recommend a List of Applicants Qualifying for Interviews

Verify scoring and rank order of applicants as presented, approve a list of eight (8) people who are highest on eligibility list and authorize secretary to invite to initial interviews.

If less than eight (8) names appear on the list, all shall be invited to be interviewed.

If one or more of the eight (8) decline to be interviewed, the Commission shall invite additional applicants by order they appear on the eligibility list.

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B. Recommend a list of applicants not qualified for further consideration.

Applicants who are not to be invited to initial interviews shall be notified by the secretary.

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C. Determine Interview Panel Members

Must be comprised of no less than one Commissioner, and interview panel must remain consistent for all interviews.

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D. Approve Initial Interview Questions List

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E. Recommend Date, Location, and Times for Initial Interviews

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F. Set Date for Next Civil Service Commission Meeting

Date will need to be as soon as possible after initial interviews have been conducted to certify an eligibility list for the Mayor.

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5. **Officers' Reports**

Reports may be given by Administration, Department Heads or other committees concerning current operations of the City. Questions may be asked and answered. No action can be taken by the Commission on matters presented under this title except to answer any question posed and to refer the matter for further action.

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- The Council may enter into closed session to discuss any matter on this agenda when it is determined that a closed session is clearly necessary for the protection of the public interest or the prevention of needless injury to the reputation of an individual (if such individual has not requested a public meeting) or as otherwise allowed by law. Any closed session shall be limited to the subject matter for which the closed session was called. If the motion to close passes, then immediately prior to the closed session the Mayor shall restate on the record the limitation of the subject matter of the closed session.
- The City of Crete assures that no person shall on the grounds of race, color, national origin, age, disability, handicap or sex, be excluded from participation in, be denied the benefits of, or be otherwise subjected to discrimination under any program or activity of the City receiving Federal financial assistance. To report discrimination, contact the City Clerk's office.
- The complete agenda with attachments is available at www.crete.ne.gov.

Crete Civil Service Eligibility

Name	Written Exam Score	Points above 70	TABE (Pass/Fail)	Physical Fitness Score	Military Service at war
Bailey, Joseph	82.66	12.66		70	No
Kramer, Jeffrey	95.33	25.33		49	No
Reighard, Seth	73	3		60.6	No
Breard, Kolbi	85	15		48	No
Kelley, Brandon	82.3	12.3		48	No
Lamkin, Callie	81.66	11.66		48.4	No
Lonnborg, John	74.33	4.33		55	No
Hensley, Daniel	84.33	14.33		40.6	No
Oaks, Anthony	70.6	0.6		38.4	No

Applicants in attendance for testir

Parker, Shane	64.33				
Williams, Tiffany	66				
Elizalde-Trejo, Nancy	62				
Keller, Jessica	68.7				
Johnson, Logan	71	1		18.6	
Ottis, Dylan	77.71	7.71		18	
Maloney, Joseph	79.7	9.7		29	

List 2020, Entry Level Police Officer

Veteran?	Added score for vet status	FT Law Enf. Exp	College Ed.	Pts added for Ed.	Military Experien ce 3+ years (Reserve 1/Active 2)	Spanish Speaking (+1)	Current NLEC (+2)
Yes	8.27	0	None	0	2	0	0
No	0	0	Bachelor	3	0	0	2
Yes	7.3	0	None	0	2	0	0
No	0	0	None	0	0	0	0
No	0	0	None	0	0	0	0
No	0	0	None	0	0	0	0
No	0	0	None	0	0	0	0
No	0	0	None	0	0	0	0
Yes	7.06	0	None	0	0	0	0

ing but failed Written or Physical Fitness exams

Total Points Overall

92.93

79.33

72.9

63

60.3

60.06

59.33

54.93

46.06

City of Crete Police Officer Interview Questions

Applicant Name:

Date:

Interviewed by:

Did Applicant arrive on time: Yes _____ No _____

Dress Attire:

1. Briefly summarize your duties and responsibilities at your current job.
2. Why do you want to make a change in employment?
3. What specifically interests you about being a police officer for the city of Crete?
4. How does this role fit with your previous experience and future goals?
5. What, to you, would be the most satisfying part of law enforcement? Why?
6. What, to you, would be the least satisfying part of law enforcement? Why?
7. Describe your ideal job or place to work.
8. How do you think your present supervisor would describe your work?
9. Have you been involuntarily separated or asked to resign from any previous employment?
10. Provide 3 words that best describe you/your strengths.
11. In what ways do you think you could improve professionally?
12. What is the biggest decision you have ever had to make?
13. What do you think would be your biggest challenge in this role?
14. Why do you think you are a good fit for this position?
15. What factors would you need to consider when thinking about long term employment with the City of Crete?
16. How do you feel about working nights, weekends, holidays, and rotating shifts? Have you ever worked a job that has required any of these? If so, where and for how long?

Hypothetical Situation Questions

17. You are working traffic and you stop a car for driving left of center and swerving all over the road. You make a traffic stop and find an elected official of the City driving the car, they may be intoxicated. What do you do?