

# CITY OF NEDERLAND

## JOB POSTING

In accordance with the *City of Nederland Personnel Policy*, notice is hereby given that the City of Nederland is now accepting applications for the position of:

<b>Job Title:</b>	<b>Custodian (Part Time)</b>
<b>Department:</b>	<b>Marion &amp; Ed Hughes Public Library</b>
<b>City Classification:</b>	<b>Regular Part Time (20 hours per week) 9:00 a.m. – 1:00 p.m. (Monday – Friday)</b>
<b>FLSA Classification:</b>	<b>Non-Exempt (Hourly)</b>
<b>Pay Rate:</b>	<b>\$8.00 per Hour</b>
<b>Benefits:</b>	<b>No</b>
<b>Applications Open:</b>	<b>July 6, 2020</b>
<b>Application Deadline:</b>	<b>Open until filled (reviewed on Fridays)</b>
<b>Open To:</b>	<b>The public</b>

This position is open to each person who makes proper application and meets all eligibility requirements prescribed by the City of Nederland. A completed application must be received by the Personnel Office no later than the closing date/time listed above. Applications may be picked up in the Personnel Office located at:

City of Nederland Office Building  
207 N. 12<sup>th</sup> Street, P. O. Box 967  
Nederland, TX 77627  
(409) 723-1501 Telephone, (409) 723-1550 Facsimile

In accordance with the *City of Nederland Substance Abuse Policy*, all applicants are hereby advised:

“Any applicant tentatively selected for this position will be required to submit to testing to screen for illegal drug use prior to employment. Employment in the position will be contingent upon a negative drug test result.”

If this position requires a commercial driver’s license as described in the *City of Nederland Wage and Position Classification Plan*, the applicant must comply with the Omnibus Transportation Employee Testing Act of 1991.

The City of Nederland strives to provide employment and promotional opportunities based solely on qualifications, skills, and performance, without regard to race, color, religion, sex, national origin, age, disability, sexual orientation, political affiliation, veteran’s status, or any other unlawful basis. The City of Nederland is in compliance with the Americans with Disabilities Act. If you have an established disability as defined in the Americans with Disabilities Act and would like to request a reasonable accommodation when applying, testing, or interviewing for a City of Nederland position, please contact:

Holly Guidry, Human Resources Director  
City of Nederland  
207 N. 12<sup>th</sup> Street, P. O. Box 967, Nederland, TX 77627  
(409) 723-1501 Telephone, (409) 723-1550 Facsimile

CITY OF NEDERLAND  
PERSONNEL SELECTION PROCESS

PROPOSED PAY PLAN

Job Title:	Custodian
FLSA Classification:	Non-exempt (hourly)
City Classification:	Regular Part-Time

**BASE SALARY FOR FISCAL YEAR 10/01/19 - 09/30/20**

\$8.00 per hour

**WORK SCHEDULE**

This position requires an average of 20 hours per work week, averaging 4 hours per day, Monday through Friday. The typical work schedule is as follows:

Monday - Friday: 9:00 a.m. - 1:00 p.m.

The work schedule may be modified as deemed necessary by the City of Nederland.

**BENEFITS**

This position is classified as Non-Exempt (Hourly) in accordance with the Fair Labor Standards Act (FLSA). This position is classified as Regular Part-Time in accordance with the City's Personnel Policy. City policy states that Regular Part-Time employees are ineligible for benefits, including, but not limited to, insurance, retirement and paid leave. Regular Part-Time employees do not accrue any seniority, nor is any promise of promotion or future permanent employment made or implied.



## JOB DESCRIPTION

### Custodian

**DEPARTMENT:** Library

**DATE:** August 2017

**SUMMARY:** Under basic supervision, maintains attractive, sanitary, and safe facilities for staff and public in order to maintain Library in a clean and orderly condition; arranges furniture for activities and events.

**ESSENTIAL FUNCTIONS:** -- *Essential functions, as defined under the Americans with Disabilities Act, may include any of the following representative duties, knowledge, and skills. This is not a comprehensive listing of all functions and duties performed by incumbents of this class; employees may be assigned duties which are not listed below; reasonable accommodations will be made as required. The job description does not constitute an employment agreement and is subject to change at any time by the employer. Essential duties and responsibilities may include, but are not limited to, the following:*

- Performs custodial and janitorial duties, including routine cleaning, trash disposal, and restroom sanitation in Library facilities; follows safety rules and City procedures to minimize risk of accidents and liability exposure.
- Cleans facilities using manual and power equipment; maintains grounds and common areas; moves furniture and equipment; sets up and tears down equipment and facilities for special events and activities.
- Cleans up spills and unsafe conditions in a timely manner; reports safety hazards and emergency situations.
- Supports the relationship between the City of Nederland and the general public by demonstrating courteous and cooperative behavior when interacting with citizens, visitors, and City staff; maintains confidentiality of work-related issues and City information; performs other duties as required or assigned.

#### **KNOWLEDGE AND SKILLS:**

##### **Knowledge:**

- City policies and procedures.
- City safety rules and regulations, occupational hazards, and safety precautions.
- Materials and equipment used in cleaning and maintaining buildings, grounds, and equipment.

##### **Skill in:**

- Operating and maintaining tools and equipment in a safe and effective manner.
- Closely following verbal and written instructions and procedures.
- Establishing and maintaining effective working relations with co-workers.
- Communicating effectively verbally and in writing.

#### **MINIMUM QUALIFICATIONS:**

High School Diploma or GED equivalent; AND one year of maintenance experience; OR an equivalent combination of education, training and experience.

#### **LICENSE AND CERTIFICATION:**

- Must possess a valid Texas Driver's License.

#### **PHYSICAL DEMANDS AND WORKING ENVIRONMENT:**

Work is performed in a public library; requires constant physical efforts and ability to lift and move items weighing up to forty pounds; may be exposed to safety hazards and dangerous tools and equipment.

**CITY OF NEDERLAND**  
**EMPLOYMENT APPLICATION (REV. 10/2011)**

City of Nederland Personnel Department  
P. O. Box 967, 207 N. 12th Street  
Nederland, TX 77627  
Telephone: (409) 723-1501

<u>DISTRIBUTION</u>
<input type="checkbox"/> Dept. Head
<input type="checkbox"/> Supervisor

Equal access to programs, services, and employment is available to all persons.  
Those applicants requiring reasonable accommodation to the employment process should notify the Personnel Office.

**ESSENTIAL SERVICES POLICY NOTICE**

All Regular Full-Time positions require incumbents in the course and scope of their employment to provide services for the benefit of the general public during emergency situations that threaten the safety of Nederland's citizens. Without an approved waiver, employees are required to work immediately before, during, or immediately after an emergency.

Position applied for: Custodian (Part Time) Posting date: July 6, 2020

Referral source: -City web-site      -Texas Workforce Commission      -Referred by City employee  
-City bulletin board      -Southeastexas.com      -Other  
Name of source, if applicable: \_\_\_\_\_

Date application issued: \_\_\_\_\_ Date application returned: \_\_\_\_\_

Last Name (Indicate Jr., Sr., III) First Name Middle Name

If ever known/identified by any other name(s), please list full name(s): \_\_\_\_\_

Mailing address: Street or PO Box City State Zip

Physical address: Street City State Zip

Telephone numbers: Residence-(    ) Cell-(    )

In supporting our effort to go paperless, please list an email address in this section that all correspondence regarding this job opening can be sent to. All contact regarding testing, interviews, etc. will be emailed unless you request otherwise.  
 I would like all correspondence to be sent to the email address listed below:

**Email address:** \_\_\_\_\_

I do not have internet access and/or do not regularly use email as a form of communication. Please send all correspondence via US mail to the mailing address listed above.

Type of employment desired: -Full time    -Part time    -Temporary    -Internship

Have you submitted an application here before? If yes, give approximate dates. -Yes -No

Have you previously worked for the City of Nederland? If yes, where and when? -Yes -No

Are you related to any member of City Council or any person now employed by the City of Nederland? If yes, please list their names and relationship. -Yes -No

Earliest date you would be available to begin duty, if selected: \_\_\_\_\_

What is the best number to reach you and what is the best time to call?  
(    ) \_\_\_\_\_ - \_\_\_\_\_, extension \_\_\_\_\_. Best time: \_\_\_\_\_ -Yes -No

What is your current availability for work?

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday

**EMPLOYMENT DISCIPLINE AND TERMINATION** If yes to any of the below, explain in detail on a separate page. Include employer, date of action, circumstances, etc. Be specific.

Have you ever been subjected to any type of disciplinary action at work?	<input type="checkbox"/> -Yes <input type="checkbox"/> -No
Have you ever been subjected to any type of investigation for disciplinary or internal employment reasons?	<input type="checkbox"/> -Yes <input type="checkbox"/> -No
Has it ever been suggested to you, or have you ever been asked to resign, from any position of employment?	<input type="checkbox"/> -Yes <input type="checkbox"/> -No
Have you ever resigned from any position or employment while under investigation or after being notified that an investigation was contemplated?	<input type="checkbox"/> -Yes <input type="checkbox"/> -No
Have you ever been fired or told that you were going to be fired?	<input type="checkbox"/> -Yes <input type="checkbox"/> -No

**CRIMINAL HISTORY**

Have you ever been convicted of a misdemeanor (higher than Class C) or felony? If yes, describe in full on a separate sheet of paper, including dates, criminal offenses, location (city and state), and disposition.	<input type="checkbox"/> -Yes <input type="checkbox"/> -No
Have you ever pled guilty to, received probation, deferred adjudication, or been placed on any form of diversion for any criminal offense (misdemeanors and felonies)? If yes, describe in full, including dates, criminal offenses, location (city and state), and disposition.	<input type="checkbox"/> -Yes <input type="checkbox"/> -No
Are you currently serving probation, deferred adjudication, or any form of diversion for any criminal offense? If yes, describe in full on a separate sheet, including criminal offense(s), current status, expected date of completion, and the name(s) and telephone number(s) of the probation officer or other person(s) to whom you report while on probation, deferred adjudication, or other form of diversion.	<input type="checkbox"/> -Yes <input type="checkbox"/> -No
Have you ever applied for a concealed handgun permit? If yes, was the permit granted or denied? If denied, describe the reason for denial in full on a separate sheet of paper.	<input type="checkbox"/> -Yes <input type="checkbox"/> -No
Have you ever been charged or convicted for a violation relating to concealed handguns? If yes, describe in full on a separate sheet.	<input type="checkbox"/> -Yes <input type="checkbox"/> -No

**EDUCATION AND TRAINING.** Copies of transcripts and/or certificates/degrees received from formal education or training must be submitted if required for the job as stated in job description.

High School or GED?	Completed?	School or Program Name	City, State	Highest Grade Completed
<input type="checkbox"/> High School <input type="checkbox"/> GED	<input type="checkbox"/> -Yes <input type="checkbox"/> -No			
Education	Graduated?	School Name	Major Areas of Study	Hours completed or Degree or Certificate received
College/University	<input type="checkbox"/> -Yes <input type="checkbox"/> -No			
Graduate School	<input type="checkbox"/> -Yes <input type="checkbox"/> -No			
Business/Technical	<input type="checkbox"/> -Yes <input type="checkbox"/> -No			
Special Courses	<input type="checkbox"/> -Yes <input type="checkbox"/> -No			

**CURRENT LICENSES/CERTIFICATIONS/REGISTRATIONS**

Type	Number	State	Expiration
Drivers: <input type="checkbox"/> -Class C <input type="checkbox"/> -Class A CDL <input type="checkbox"/> -Class B CDL <input type="checkbox"/> -Other: _____			

What special endorsements or restrictions do you have on your CDL license? (If applicable): \_\_\_\_\_  
 \_\_\_\_\_  
 \_\_\_\_\_

Skills and Qualifications - List skills and qualifications you possess that are applicable to this position:


**ASSOCIATIONS AND OFFICES HELD** List professional, trade, business, or civic associations/organizations and any offices held. *Exclude* memberships which would reveal sex, race, religion, national origin, age, color, disability, or any other similarly protected status.

Dates	Association/Organization	Membership, Offices Held

**ACCOMPLISHMENTS** List special accomplishments, publications, awards, etc.. *Exclude* information which would reveal sex, race, religion, national origin, age, color, disability, or any other similarly protected status.


**INTEREST IN THIS POSITION** Please state why are you interested in this position and your reason for wanting to leave your current employer.


**ADDITIONAL INFORMATION** List any additional information you wish to be considered.


**REFERENCES** List three business/work references who are not related to you and are *not* previous supervisors. If not applicable, list three school or personal references who are not related to you.

Name	Telephone	Describe Affiliation	Years Known
	( )		
	( )		
	( )		

--

**JOB SPECIFIC QUESTIONS - CUSTODIAN**

Describe your general knowledge/experience of custodial work.

Describe your knowledge/experience using common hand and power tools.

Describe your knowledge/experience of floor maintenance (tile, carpet).

Describe your knowledge/experience of minor plumbing repairs (unstopping toilets and sinks, changing faucets, etc.).

Describe your knowledge/experience of minor electrical repairs (changing switches, turn on/off breakers, etc.).

Describe your experience changing air condition filters. (The Library has six air condition filters on a exterior roof top unit.)

Describe your experience using/climbing ladders to access heights up to 20 ft..

Describe your experience reading instructions/assembling items, such as large book shelves, computer desks, etc.

Describe your experience changing fluorescent light bulbs in rooms with 15-20 ft. ceilings.

Do you know how to change fluorescent light bulb ballasts?

-Yes -No

Describe your experience with plant maintenance. The Library has plants in outside containers, as well as inside pot plants.

Describe your method/experience of tracking custodial supply inventories (paper products, cleaners, etc.).

Describe your experience communicating with vendors servicing the building, such as air unit vendors, plumbers, electricians, delivery personnel.

Do you have any first aid experience?

-Yes -No

Are you able to lift and move up to 25 lbs.?

-Yes -No

Which job have you held that is most similar to this position, and in what ways?













## AUTHORIZATION AND RELEASE FORM

I understand this application is current for this selection process only. At the conclusion of this selection process, this application will become inactive. When a future vacancy arises, and if I wish to be considered for employment, it will be necessary for me to fill out a new application. Applications submitted after the posted deadline will not be accepted.

I understand the City of Nederland, hereinafter referred to as "the City", does not unlawfully discriminate in employment and no question on this application is used for the purpose of limiting or excusing any applicant from consideration for employment on a basis prohibited by local, State, or Federal law.

I understand it is the City's policy not to refuse to hire a qualified individual with a disability because of that person's need for a reasonable accommodation as required by the ADA. Applicants may be required to perform particular job functions as a part of the testing procedure in accordance with the selection procedures designated for particular job titles. The demonstration tests will be required of all applicants for the particular job, without exception. Applicants are to notify the City in advance of any reasonable accommodation necessary to perform job functions or tests.

I understand that in accordance with the City of Nederland Substance Abuse Policy that any applicant tentatively selected for this position will be required to submit to pre-job offer testing to screen for substance and/or alcohol abuse prior to employment, and that employment in the position will be contingent upon a negative test result. I understand that failing the substance and/or alcohol screen will eliminate me from being considered for this position and any other position with the City for a one year period.

I understand that if I am hired for a position requiring a commercial drivers license, I must comply with the Omnibus Transportation Employee Testing Act of 1991.

I understand that if I am made a tentative offer of employment, my employment is contingent upon successful completion of a post conditional job offer fitness for duty examination and/or medical examination.

I understand that if I am hired, I will be required to provide proof of identity and legal work authorization.

I understand that all Regular Full-Time positions require incumbents in the course and scope of their employment to provide services for the benefit of the general public during emergency situations that threaten the safety of Nederland's citizens. Without an approved waiver, employees are required to work immediately before, during, or immediately after an emergency.

I understand that the information given in the employment process may be investigated and inquiries will be made concerning my employment, education, criminal history, driving records, and other related matters. I give the City the right to contact and obtain information from all references, employers, educational institutions, and government agencies and to otherwise verify the accuracy of the information contained in this application. I hereby release from liability the City and its representatives for seeking, gathering, and using such information and all other persons, corporations, agencies, or organizations for furnishing such information. Accordingly, I hereby authorize all current and former employers, and all other public and private concerns, including (but not limited to) consumer reporting agencies and similar entities, to release any and all information maintained by any such employer, concern, agency, or entity concerning my personal history. I understand if employment with the City is denied wholly or partly because of information contained in a consumer report obtained from

a consumer reporting (or similar) agency, that I will be entitled to receive from the City only the name and address of the consumer reporting agency or agencies from which the report was obtained.

In consideration of the City's acceptance and consideration of any application for employment, I hereby, and by these presents do for my heirs, agents, executors, administrators, and assigns, release and forever discharge the City and all affiliated entities from all claims, demands, damages, actions, and causes of action pertaining to or arising out of the City's consideration for my application for employment and use, so long as not malicious, of all information obtained in the course or as a result of all inquiries made into my personal history, and release and forever discharge all former employers from all liability arising out of disclosure to the City of information pertaining to my personal history.

I understand that the City is an employment-at-will employer, in that, either I or the City may terminate my employment at any time for any or no reason subject to applicable state of federal law. I understand that if I am hired, I am free to resign at any time, with or without cause and without prior notice, and the City reserves the same right to terminate my employment at any time, with or without cause and without prior notice, except as may be required by law. This application does not constitute an agreement or contract for employment for any specified period or definite duration. I understand that no representative of the City, other than an authorized officer, has the authority to make any assurances to the contrary. I further understand that any such assurances must be in writing and signed by an authorized officer.

I understand that my application is subject to the Texas Public Information Act and may be released as a public document. I understand that this application is the property of the City and will become a part of my personnel file if I am hired.

I understand that any falsification, willful omission or deception made in connection with the employment process shall be sufficient cause for refusal of employment or dismissal whenever it is discovered.

I certify that all statements made herein or elsewhere in connection with my application for employment are true and correct. I represent and warrant that I have read and fully understand the foregoing and seek employment under these conditions.

---

Signature of Applicant

---

Date Signed

---

Print Name



# DISCLOSURE & AUTHORIZATION AND CONSENT FOR RELEASE FORM

## PLEASE READ CAREFULLY

We truly welcome your application with City of Nederland. You are applying for a position whose acceptance will place you in a category of recognized professionals. In pursuit of that excellence we require, as a condition of employment, that all applicants consent to and authorize a pre-employment and/or continued employment verification of their background, including information submitted on their application or resume.

### DISCLOSURE

This document serves solely as a clear and conspicuous written disclosure as required by the Federal Fair Credit Reporting Act set forth in Section 604 (b) to the applicant that a social security, motor vehicle verification, education, previous employment, credit, character, general reputation, personal characteristics, mode of living and a criminal background verification may be obtained for the purpose of this employment application. By the signature below, the Applicant acknowledges that AccuSource, Inc. has made this disclosure.

### APPLICANT AUTHORIZATION AND CONSENT FOR RELEASE OF INFORMATION

This release and authorization acknowledges that City of Nederland may now, or any time while I am employed/training, conduct a verification of my education, previous employment/work history, credit history, contact personal references, motor vehicle records, conduct drug testing and to receive any criminal history information pertaining to me which may be in the files of any Federal, State, or Local criminal justice agency, and to verify any other information deemed necessary to fulfill the job requirements. The results of this verification process will be used to determine employment/training eligibility under City of Nederland employment/training policies. In the event that information from the report is utilized in whole or in part in making an adverse action decision with regard to your potential employment/training, before making the adverse decision, we will provide you with a copy of the consumer report and a description in writing of your rights under the law. I authorize AccuSource, Inc. at 1240 E. Ontario Avenue, Suite 102-140, Corona, California 92881, 951-734-8882, and any of its agents, to disclose orally and in writing the results of this verification process to the designated authorized representative City of Nederland. Contact AccuSource, Inc., if you want to receive a copy of our Information Security Policy.

### I have read and understand this release and consent, and I authorize the background verification.

I authorize persons, schools, current and former employers, and other organizations and Agencies to provide AccuSource, Inc. with all information that may be requested. I hereby release all of the persons and Agencies providing such information from any and all claims and damages connected with their release of any requested information. I agree that any copy of this document is as valid as the original. I do hereby agree to forever release and discharge City of Nederland, AccuSource, Inc., and their associates to the full extent permitted by law from any claims, damages, losses, liabilities, costs and expenses, or any other charge or complaint filed with any Agency arising from retrieving and reporting of information. According to the Federal Fair Credit Reporting Act, I am entitled to know if employment/training was denied based on information obtained by my prospective employer/training program and to receive a disclosure of the public record information and of the nature and scope of the investigative report.

### CONFIDENTIAL INFORMATION FOR POSITIVE IDENTIFICATION PURPOSES ONLY

Applicant Last Name	First Name	Middle Name
List Other Names Used	Date of Birth (For Identification only)	Social Security Number
Drivers License Number	State Drivers License Issued	Last Name on Drivers License
Current Address	City/State/Zip	Dates
Previous Address	City/State/Zip	Dates
Previous Address	City/State/Zip	Dates

← RELEASE MUST BE SIGNED

Applicant's Signature

Today's Date

- Please provide me with a copy of my credit report (California, Oklahoma, Minnesota residents only)
- Please provide me with a copy of my investigative consumer report (California and New York residents only)