

# 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>School Crossing Guard</b>
<b>Department/Division:</b>	<b>Police</b>
<b>City Classification:</b>	<b>Regular Part Time (averages 10 hours per week)</b>
<b>FLSA Classification:</b>	<b>Non-Exempt (Hourly)</b>
<b>Pay Rate:</b>	<b>\$40.00 per day</b>
<b>Benefits:</b>	<b>No</b>
<b>Applications Open:</b>	<b>September 13, 2023</b>
<b>Application Deadline:</b>	<b>The first review of applications is scheduled for September 22, 2023. If necessary, the posting will remain open and applications will be reviewed each Friday thereafter.</b>
<b>Open To:</b>	<b>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 can be obtained from the City's website [www.ci.nederland.tx.us](http://www.ci.nederland.tx.us) or may be picked up at the Personnel Department:

City of Nederland Office Building  
207 N. 12<sup>th</sup> Street, P. O. Box 967  
Nederland, TX 77627  
(409) 723-1500 Option 8 Telephone

The City of Nederland is an equal opportunity employer and does not discriminate on the basis of race, religion, color, sex, national origin, age, disability, marital status, veteran status, citizenship, sexual orientation, or any other class protected by law. 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) 723-1500 Option 8 Telephone, (409) 723-1550 Facsimile

CITY OF NEDERLAND  
PERSONNEL SELECTION PROCESS

PROPOSED PAY PLAN

Job Title:	School Crossing Guard
FLSA Classification:	Non-exempt (hourly)
City Classification:	Regular Part-Time

<b>BASE SALARY FOR FISCAL YEAR 10/01/2022 - 09/30/2023</b>	
New Hire	Extra Pay
\$40.00 per day	Not applicable

<b>LONGEVITY PAY</b>
Not applicable to this job title.

<b>CERTIFICATE PAY</b>
Not applicable to this job title.

<b>SHIFT DIFFERENTIAL PAY</b>
Not applicable to this job title.

<b>WORK SCHEDULE</b>
The work schedule is dependent upon which school the School Crossing Guard is assigned.

<b>BENEFITS</b>
The employee selected for this job title is not entitled to receive any benefits, nor to accrue any seniority while serving in this position, nor is any promise of future permanent employment made or implied.

◆ Retirement System  
Not applicable to this job title.

◆ Insurance Benefits  
Not applicable to this job title.

◆ Employee Programs  
 Employees may elect to participate in local credit union plans with the Mid-County Teachers Credit Union and Neches Federal Credit Union, which offer savings and loan payments through payroll deduction.

◆ Leave Time  
 Vacation  
Not applicable to this job title.

Sick  
Not applicable to this job title.

Other Types of Leave  
Not applicable to this job title.

FMLA  
An employee must have at least twelve (12) months service, and have worked at least 1,250 hours of service during the 12 month period immediately preceding the commencement of the leave in order to qualify for leave under the Family and Medical Leave Act.

◆ Holidays  
 Employees are furnished with a list of paid holidays approved for the year. Part-time employees are not eligible for holiday pay (unless worked).

**CITY OF NEDERLAND  
POSITION CLASSIFICATION PLAN**

**Class Title:** School Crossing Guard

**Department:** Police

**FLSA:** Non-Exempt

**Category:** Regular Part Time

**Adopted:** September 26, 2001; Revised April 4, 2003; Revised February 10, 2022

**GENERAL PURPOSE**

The School Crossing Guard escorts school children safely across streets and highways, monitoring their behavior and ensuring wellbeing. The member performs operations and clerical tasks and duties specific to the position. The School Crossing Guard ensures that the procedures for the safe crossing of children as prescribed by the Nederland Police Department are followed.

The most important and essential job function of the position is attitude which includes the following: interacting positively and cooperating with co-workers, responding politely to citizens, working as a team member, functioning under intense time pressure and responding in a positive manner to supervision.

The School Crossing Guard may perform other related duties and tasks, as required and shall have the physical, mental and emotional abilities to perform the essential job duties of the position.

**SUPERVISION RECEIVED**

Reports directly to the Police Officer designated as the Administrative Assistant to the Chief of Police.

**SUPERVISION EXERCISED**

None.

**ESSENTIAL DUTIES AND RESPONSIBILITIES**

Expedite the movement of children.

Report violators and hazards.

Maintain attendance records.

Attend training.

**DESIRED MINIMUM QUALIFICATIONS**

**Education and Experience**

(A) Graduation from high school or GED equivalent preferable but may be waived with City Manager's approval.

**Necessary Knowledge, Skills and Abilities**

(A) Nederland Police Department school crossing guard policy; Texas motor vehicle laws applicable to school crossing walks; basic first aid; traffic safety principles.

- (B) Ability to effectively meet and deal with the public; ability to communicate the English language effectively verbally and in writing; ability to identify traffic hazards; ability to handle stressful situations.

### **TOOLS AND EQUIPMENT USED**

Hand-held traffic control sign, safety vest, fixed traffic control devices (traffic signals, road markers, etc.).

### **PHYSICAL DEMANDS**

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

While performing the duties of this job, the employee is required to stand for approximately one and one-half hours; to walk at a moderate to fast pace; to ambulate independently; to talk, see, and hear. The employee is required to use hands to finger, handle, or feel objects, tools, or controls; and reach with hands and arms. The employee is required to bend and squat, and to step up and down on a five inch street curb.

The employee must occasionally lift and/or move up to 35 pounds. Specific vision abilities required by this job include close vision, distance vision, the ability to adjust focus, and the ability to recognize colors, within normal range or with accommodation. The employee must hear at a normal range or with accommodation. The employee must speak English understandably.

### **WORK ENVIRONMENT**

The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

While performing the duties of this job, the employee regularly works in outside weather conditions. The employee is frequently exposed to wet and/or humid conditions. The employee works closely to vehicular traffic.

The noise level in the work environment is usually moderate to loud.

### **SELECTION GUIDELINES**

Formal application, rating of education and experience; oral interview and reference check; job related tests may be required.

The duties listed above are intended only as illustrations of the various types of work that may be performed. The omission of specific statements of duties does not exclude them from the position if the work is similar, related or a logical assignment to the position.

The job description does not constitute an employment agreement between the employer and employee and is subject to change by the employer as the needs of the employer and requirements of the job change.

**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.

<b>ESSENTIAL SERVICES POLICY NOTICE</b>						
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: School Crossing Guard				Posting date: September 13, 2023		
Referral source: <input type="checkbox"/> -City web-site <input type="checkbox"/> -Texas Workforce Commission <input type="checkbox"/> -Referred by City employee <input type="checkbox"/> -City bulletin board <input type="checkbox"/> -Southeasttexas.com <input type="checkbox"/> -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. <input type="checkbox"/> I would like all correspondence to be sent to the email address listed below: <b>Email address:</b> _____ <input type="checkbox"/> 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: <input type="checkbox"/> -Full time <input type="checkbox"/> -Part time <input type="checkbox"/> -Temporary <input type="checkbox"/> -Internship						
Have you submitted an application here before? If yes, give approximate dates.						<input type="checkbox"/> -Yes <input type="checkbox"/> -No
Have you previously worked for the City of Nederland? If yes, where and when?						<input type="checkbox"/> -Yes <input type="checkbox"/> -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.						<input type="checkbox"/> -Yes <input type="checkbox"/> -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: _____						<input type="checkbox"/> -Yes <input type="checkbox"/> -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): \_\_\_\_\_  
 \_\_\_\_\_  
 \_\_\_\_\_

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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
	(   )		
	(   )		
	(   )		

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## 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