

**MERIT PROMOTION
VACANCY ANNOUNCEMENT**

ABERDEEN AREA INDIAN HEALTH SERVICE
DIVISION OF HUMAN RESOURCES
FEDERAL BUILDING, RM. 309, 115-4TH AVENUE S.E.
ABERDEEN, SOUTH DAKOTA 57401

ABERDEEN AREA IHS IS A SMOKE FREE ENVIRONMENT

October 7, 2008

POSITION: Custodial Worker (MC9910)(MPP)
Of Positions: 1

LOCATION: PHS Indian Health Center, Housekeeping Dept.,
McLaughlin, South Dakota.

BEGINNING SALARY: WG-3566-2 \$10.88 per/hr.

VACANCY NUMBER: NP-08-0079-MC-MPP

OPENING DATE: October 8, 2008

CLOSING DATE: October 29, 2008

Applications and related documents **MUST** be received at the above address by **5:00 p.m.** on the closing date of this announcement. For information contact **Mrs. Denise J. Kester Human Resource Specialist Placement** at **(605) 226-7209**. All applications are subject to retention; no requests for copies will be honored. Applications can be faxed to **(605) 226-7668**, **(NOT RESPONSIBLE FOR UNSUCCESSFUL TRANSMISSIONS)**. Applications by e-mail will be accepted. It is the responsibility of the applicant to submit a complete application.

E-MAIL TO: denise.kester@ihs.gov

APPOINTMENT:

Permanent
 Not-To-Exceed The applicant selected for this position may be appointed to either a one year appointment or an appointment in excess of one year, depending on the status of the applicant.

WORK SCHEDULE:

Full-Time
 Part-Time
 Intermittent
 Will include weekends and/or evenings.

AREA OF CONSIDERATION:

IHS-Wide
 DHHS-Wide
 Commuting Area

MOVING: Travel may be paid provided all legal and regulatory requirements and travel regulations are met.

CONDITIONS OF EMPLOYMENT:

****Employment is contingent on a cleared suitable Background Investigation for the level required for your position.****

ON-CALL: YES NO ****Call-Back duty is defined as irregular or occasional work performed by an employee on a day when the work was not scheduled for the employee. This will require the employee to return to his/her place of employment within the specified timeframes.**

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- **Must provide AVERAGE HOURS WORKED PER WEEK on application.**
 - **Applicants applying for the position may be required to be immunized, for measles and rubella, if he or she provides services or has contact with patients at the service units. Persons born before 1957 are not required to take the measles vaccine or provide proof of immunity. Special consideration may be allowed to individuals who are allergic to a component of a vaccine or have a history of severe reaction to a vaccine or who are currently pregnant.**

PROMOTION POTENTIAL: NO YES to grade(s) ____.

SUPERVISORY/MANAGERIAL: NO YES

****may require one year probation****

PREFERENCE IN FILLING VACANCIES IS GIVEN TO QUALIFIED INDIAN CANDIDATES IN ACCORDANCE WITH THE INDIAN PREFERENCE ACT (TITLE 25, U.S.C. CODE, SECTION 472 AND 473). THE INDIAN HEALTH SERVICE IS AN EQUAL OPPORTUNITY EMPLOYER. THE INDIAN HEALTH SERVICE HAS A ZERO TOLERANCE SEXUAL HARASSMENT POLICY, IHS CIRCULAR NO. 95-11, IN PLACE WHICH IT DISSEMINATES TO ITS EMPLOYEES.

WHO MAY APPLY FOR PERMANENT POSITIONS: (1) Federal employees occupying a permanent position who have competitive civil service status or those who acquired comparable status as a result of serving in an IHS excepted service position on an Excepted

appointment; (2) Indian Preference eligibles occupying a temporary position or unemployed; (3) Other sources, e.g., positions covered by severely handicapped; Reinstatement eligibles, etc; (4) Current permanent employees with Indian Preference may also apply under the provisions of the Indian Health Service Excepted Service Examining Plan. Applicants must indicate on their application whether they are applying under the Merit Promotion Plan, Excepted Service Examining Plan, or both. Current IHS employees and those applicants eligible for reinstatement or transfer who do not indicate which procedures they are applying under will be considered under merit promotion only. "Veterans who are preference eligibles or who have been separated from the armed forces under honorable conditions after 3 years or more of continuous active service may apply."

WHO MAY APPLY FOR TEMPORARY POSITIONS: Applications will be accepted from most anyone if the position is temporary and will last one year or less. Applications will also be accepted from Indian Preference applicants if the appointment will be made in excess of one year. Non-Indians may apply for term positions provided he or she has status and the appointment can be made in the competitive service.

DUTIES AND RESPONSIBILITIES: *This position is located at the Indian Health Clinic at McLaughlin, South Dakota. The incumbent maintains restrooms in a clean, orderly, and sanitary condition. Cleans and waxes floors as needed. Cleans, disinfects, and deodorizes urinals and toilet bowls. Removes infectious waste daily. Empties all wastebaskets and removes any unwanted empty boxes on a daily basis. Keeps hallways free of boxes by hauling to dumpster or appropriate storage areas. Disinfects and vacuums cloth furniture in offices and waiting areas on a weekly basis. Disinfects all inside and outside door handles on a weekly basis or as requested. The incumbent maintains a stock of cleaning materials and equipment to perform the janitorial work. Washes with disinfectant and dries examining tables daily. Cleans offices, storerooms, hallways, waiting room area, examining rooms etc. Sweeps, dry mops, scrubs, waxes and polishes floors, using brooms, mops, light and heavy types of vacuum cleaners, floor scrubbing buffers, and burnishing equipment. The incumbent assists the McLaughlin Inventory Control and Real Property requirements for the Service Unit. Cleans and maintains wood, marble, linoleum, and various kinds of floors, walls, and ceiling surfaces. Vacuums' and cleans rugs and carpets using industrial-type vacuum cleaners. Washes walls, doors, and ceiling fixtures by use of ladders and scaffolds. May occasionally change fluorescent tubes and light bulbs. Inspects cleanliness of quarters and cleans anything that does not appear clean and sanitary. Other duties as assigned.*

QUALIFICATION REQUIREMENTS: Candidate must meet qualification standards as specified in **OPM Operating Manual** (Qualification Standards for General Schedule Positions) and/or the Excepted Service Qualification Standard:

Specialized Experience: Experience that equipped the applicant with the particular knowledge, skills, and abilities (KSA's) to perform successfully the duties of the position, and that is typically in or related to the position to be filled. To be creditable, specialized experience must have been equivalent to at least the next lower grade level.

EXCEPTED SERVICE QUALIFICATION REQUIREMENTS: Same as above.

Your description of work experience, level of responsibility, and accomplishments will be used to determine that you meet these requirements. Applicants who meet the basic qualification requirements and selective factors described in this announcement will be further evaluated by determining the extent to which their work or related experience, education, training, awards, outside activities, and performance appraisal, etc., indicate they possess the knowledge, skills, and abilities described below. All applicants should provide clear, concise examples that show level of accomplishment or degree to which they possess the KSA's either on their application/resume or as a separate attachment. The information provided will be used to determine the "best qualified" candidates.

Failure to submit the supplemental questionnaire will result in not being considered for the position.

SUPPLEMENTAL QUESTIONNAIRE - KNOWLEDGE, SKILLS, AND ABILITIES:

1. Ability to do the work of the position without more than normal supervision.
 2. Work practices.
 3. Ability to follow directions.
 4. Ability to use tools and equipment.
 5. Ability to work quickly and safely.
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LEGAL AND REGULATORY REQUIREMENTS: Candidates must meet time-after competitive appointment, time-in-grade, and qualification requirements by the closing date of the vacancy announcement, if applicable.

HOW TO APPLY: Applicants must submit their applications to the Aberdeen Area Indian Health Service, Division of Human Resources, Federal Building, RM. 309, 115-4th Avenue, S.E., Aberdeen, South Dakota 57401. **ALL APPLICATIONS MUST INCLUDE ALL THE APPLICABLE DOCUMENTS:**

1. Applicants **MUST** submit ONE of the following: a) OF-612, Optional Application for Federal Employment; b) Resume; or c) any other written application format.

2. Current Performance Rating, if available.
 3. Applicants claiming Indian Preference **MUST** submit along with their application, FORM BIA-4432, Verification of Indian Preference. **BIA FORM-4432 IS THE ONLY FORM OUR OFFICE WILL ACCEPT.** Current IHS employees of Aberdeen and Bemidji Areas need only indicate on their application that verification is on file in their Official Personnel Folder (OPF).
 4. If you wish to substitute appropriate education for experience, you **MUST** submit your transcripts along with your application. If your education is appropriate for the position being filled then your education may be substituted for experience.
 5. For current or former Federal employees, a copy of your latest Notification of Personnel Action (SF-50B).
 6. **VETERAN'S PREFERENCE CERTIFICATION:** Form DD-214 indicating discharge and or Form SF-15, claiming 10 point preference. Veteran's Preference **is not applicable** to current permanent employees with the Department of Health and Human Services, Federal employees with competitive status or reinstatement eligibles unless you are eligible for Indian Preference and wish to be considered for the Excepted Service. No preference will be allowed unless a copy of the DD-214 is attached to the application.
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EMPLOYMENT OF PEOPLE WITH DISABILITIES:

IHS provides reasonable accommodations to applicants with disabilities. If you need a reasonable accommodation for any part of the application and hiring process, please notify Alice LaFontaine, Staffing Officer, at (605) 226-7213. The decision on granting reasonable accommodation will be on a case-by-case basis.

APPLICATION INSTRUCTIONS FOR PUBLIC HEALTH SERVICE COMMISSIONED CORPS CANDIDATES: Applicants should submit the following:

1. Copy of resume or curriculum vitae showing work experience, dates of employment, names and addresses of supervisors, include any education and other information reflecting individual qualifications for consideration.

Commissioned Corp Applicants claiming Indian Preference must submit BIA form 4432 and will be evaluated against existing applicable standards.

INFORMATION REQUIRED ON RESUMES AND OTHER APPLICATION FORMATS: Resumes or other application formats must contain all of the information listed below in sufficient detail to enable the Personnel Office to make a determination that you have the required qualifications for the position. **Failure to include any of the information listed below may result in loss of consideration for this position. Additional information will not be solicited by this office.**

- a. Announcement Number, Title, and Grade of the job for which you are applying.
- b. Full name, mailing address (with zip code) and day/evening telephone numbers (with area codes).
- c. Social Security Number
- d. Country of citizenship
- e. Veteran's preference
- f. Highest Federal Civilian Grade held (give job series and dates held).
- g. High School - Name, City, State (with zip code), and date of diploma or GED.
- h. Colleges and Universities - Name, City, State (with zip code), majors, type and year of any degrees received (if no degree show total semester/quarter hours earned) (Attached transcripts).
- i. Work experience (paid/nonpaid)-Job title (include series and if Federal job), duties, responsibilities and accomplishments (*if you describe more than one type of work, i.e., carpentry and painting, or personnel and budget, write the approximate amount of time your spent doing each*), employer's name and address, supervisor's name and phone number, starting and ending dates (month/year), **AVERAGE HOURS WORKED PER WEEK**, and salary (beginning/ending).
- j. Indicate if we may contact your current and/or former supervisor.
- k. Job-related training courses, skills, certificates, registrations, and licenses (current only), honors, awards, and special accomplishments.

DO NOT SUBMIT POSITION DESCRIPTIONS. All material submitted for consideration under this announcement becomes the property of the Division of Personnel Management and is subject to verification. Careful consideration should be given to the information provided, fraudulent statements or any form of misrepresentation in the application process could result in loss of consideration for this position and or determination of unsuitability for Federal employment. If position is **RE-ANNOUNCED**, please call the Division of Personnel Management as to status of application.

INFORMATION FOR DEPARTMENT OF HEALTH AND HUMAN SERVICES (DHHS) FOR SURPLUS OR DISPLACED EMPLOYEES REQUESTING SPECIAL SELECTION PRIORITY CONSIDERATION.

If you are currently a DHHS employee who has received a Reduction in Force (RIF) separation notice or a Certificate of Expected Separation (CES) you may be entitled to special priority selection under the DHHS Career Transition Assistance Program (CTAP). To receive this priority consideration you must:

1. Be a current DHHS career or career-conditional (tenure group I or II) or be a current IHS excepted appointment (with no time limits) tenure group II excepted/competitive service employee who has received a RIF separation notice or a CES and, the date of the RIF separation has not passed and you are still on the rolls of the DHHS. You must submit a copy of the RIF separation notice or CES along with your application.
2. Be applying for a position that is at or below the grade level of the position from which you are being separated. The position must not have a greater promotion potential than the position from which you are being separated.
3. Have a current (or last) performance rating of record of at least fully successful or equivalent. This must be submitted with your application package.
4. Be currently employed by the DHHS in the same commuting area (or nationwide for IHS employees GS-09 and above) of the position

- for which you are requesting priority consideration.
5. File your application by the vacancy announcement closing date & meet all the application criteria (e.g., submit all required documentation etc.)
 6. Meet the basic qualifications for the position, any documented selective factor, physical requirements with any reasonable accommodation and is able to satisfactorily perform the duties of the position without undue interruption.
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INFORMATION FOR DISPLACED EMPLOYEES REQUESTING SPECIAL SELECTION PRIORITY CONSIDERATION UNDER THE INTERAGENCY CAREER TRANSITION ASSISTANCE PROGRAM (ICTAP).

If you are a displaced federal employee you may be entitled to receive special priority selection under the ICTAP. To receive this priority consideration you **MUST**:

1. Be a displaced Federal employee. You must submit a copy of the appropriate documentation such as a RIF separation notice, a letter from the Office of Personnel Management (OPM) or your agency documenting your priority consideration status with your application package. The following categories of candidates are considered displaced employees.
 - A. Current or former career or career-conditional (tenure group I or II) competitive service employees who:
 1. Received a specific RIF separation notice; or
 2. Separated because of a compensable injury, whose compensation has been terminated, and whose former agency certifies that it is unable to place; or
 3. Retired with a disability and shows disability annuity has been or is being terminated; or
 4. Upon receipt of a RIF separation notice retired on the effective date of the RIF and submits a Standard Form 50 that indicates Retirement in lieu of RIF; or
 5. Retired under the discontinued service retirement option; or
 6. Was separated because he/she declined a transfer of function or directed reassignment to another commuting area.
 - OR**
 - B. Former Military Reserve or National Guard Technicians who are receiving a special OPM disability retirement annuity under section 8337 (h) or 8456 of Title 5 United States Code.
2. Be applying for a position at or below the grade level of the position from which you have been separated. The position must not have a greater promotion potential than the position from which you were separated.
3. Have a current (or last) performance rating of record of at least fully successful or equivalent. This must be submitted with your application package. (This requirement does not apply to candidates who are eligible due to compensable injury or disability retirement).
4. Occupy or be displaced from a position in the same local commuting area of the position for which you are requesting priority consideration.
5. File your application by the vacancy announcement closing date & meet all the application criteria (e.g., submit all required documentation, etc.)
6. Eligible applicants will be considered "well qualified" if their documented experience, knowledge, skill and abilities are comparable to or exceed that described at the acceptable level on the crediting plan for the position to be filled.

WHAT TO EXPECT NEXT:

Once your complete application is received we will conduct an evaluation of your qualifications and determine your ranking. The most highly qualified candidates will be referred to the hiring manager for further consideration and possible interview. We expect to make a selection within 30 days of the issuance date of the selection roster. **You will be notified of the outcome.**

THE INDIAN HEALTH SERVICE IS AN EQUAL OPPORTUNITY EMPLOYER.

SUPPLEMENTAL EXPERIENCE STATEMENT FOR CUSTODIAL WORKER POSITIONS

Below you will find a questionnaire, which you are requested to complete as part of you application for this position. Answer all the questions as best you can. It will be to your advantage to give as much information as possible about your ability to do this work. Be sure to include any and all custodial work such as military services; volunteer or unpaid work, such as in clubs, churches, community service work, etc.

This office may verify statements concerning Qualifications. Exaggerations or Mis-statements may be cause for your disqualification or later removal from the federal service

A. Ability to do the work of the Position without more than Normal Supervision:

What is the longest length of time you have worked for one person or company?

More that 2 years Less than 6 months More than 6 months

More than 1 year Never been employed

Only on summer jobs while in school

In the last twelve (12) months, how many times were you absent from work or school when you were supposed to be there?

How many times were you late to work or school in the last twelve (12) months?

Have you been fired within the last five (5) years for doing poor work or for not working when you should have been? YES NO

What was the highest grade of school you completed? _____

If you were a recent student, what was your grade average? _____ Upper ½ of class _____ Lower ½ of class

B: Work Practices:

Check all the jobs you have held either part-time or full-time.

<input type="checkbox"/> Paper Boy	<input type="checkbox"/> Mowed Lawns	<input type="checkbox"/> Laundry Worker
<input type="checkbox"/> Shop Helper	<input type="checkbox"/> Shop Helper	<input type="checkbox"/> Produce Attendant
<input type="checkbox"/> Bus Boy or Kitchen Helper	<input type="checkbox"/> Stock Boy	<input type="checkbox"/> Janitorial Worker
	<input type="checkbox"/> Service Station Attendant	<input type="checkbox"/> Other: _____
		<input type="checkbox"/> Other: _____

Have you ever been complimented by your boss on being a good worker or on being a superior worker? YES NO If yes, for what were you being complimented? _____

What jobs have you held where you had to keep a building clean, neat and in order and what type of building was it: hospital, store, school, etc.?

C. Ability to Follow Directions:

Are you able to read and write English? YES NO

Did you fill out this application yourself? YES NO

If no, who helped you? _____

On the jobs you held, did you ever have to follow written directions in manuals, books, signs, or notes from your boss? YES NO

If Yes, on what jobs? _____

Have you ever had a job where you told other employees what work was to be done? YES NO. If yes, on what jobs?

Have you ever had to follow orders that are always changing? Explain.

D. Ability to Use Tools and Equipment:

Name the type of tools and equipment you have used for cleaning floors, walls, windows, restrooms, etc.

Have you used moving equipment such as trucks, dollies, or similar equipment? If yes, tell what equipment you have used:

Did you ever repair or adjust equipment on the job, such as changing belts, and brushes, adjusting handles, oiling, cleaning, and adjusting? If yes, what did you do?

Have you ever used or operated any other equipment, like lawn mowers, lawn tractors, laundry or food processing equipment? If yes, tell what kind.

Have you ever instructed others in the use of floor buffers, wall washers, and the use of cleaning supplies and floor strippers? If yes, tell what equipment you used on what jobs.

E. Ability to work quickly and safely:

Have you had any training for the kind of work for which you are applying?

YES NO. If yes, what kind of training?

Vocational high school Job Corps Manpower Development

On-the-job Training Welfare Training Center

Other, (Explain) _____

Can you lift and carry a Five (5) gallon pale full of water? Yes NO

Can you move furniture YES NO

Have you carried object weighing 50 pounds or more? YES NO

Did you ever have to stand all day? YES NO

Where? (Explain) _____

Describe any safety training you have received on jobs you have held?

Have you ever given safety training to other employees? On what jobs?

Have you ever been injured in an accident on the job? If yes, describe the accident or accidents and tell if any where lost time?

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CERTIFICATION

I CERTIFY that all of the statements in this application are true, complete, and correct to the best of my knowledge and belief, and are made in good faith.

Please sign here: _____ **Date** _____

Print Name Here: _____