



**Quality Assurance Mission Statement:** Through a Total Quality Concept, provide everyone who works, visits or participates in our facilities, parks and programs with a safe, enjoyable and fulfilling experience.

# **CUSTODIAN — FULL TIME, PART TIME AND SUBSTITUTE(S)**

**DEADLINE TO APPLY:** Open until filled.

**RECRUITMENT PROCESS:** To apply online: <https://www.governmentjobs.com/careers/norfun/> or submit to the Personnel Office located at the District's Administrative Center, 3825 Riverlakes Drive, Bakersfield, Ca., 93312, a District Employment Application (resume's will be accepted only with a completed Application). Current employees can submit an Employee Job Interest Form. The application or Job Interest form can be downloaded from the District's website at [www.norfun.org](http://www.norfun.org), Human Resource, Current Opportunities or request from the Personnel Office at 392-2000.

**BASIC FUNCTION:** The Custodian provides the custodial care and minor maintenance of assigned District buildings and furnishings with extreme consideration towards the elimination of all health hazards and assists with recreation set-up and take-down needs.

**SALARY:** Starting at \$15.75 - \$17.89 per hour, DOE.

**JOB OPENINGS:** Full time and part time openings at a Community Center. Part time assigned approximately 16 hours per week. Substitute(s), on-call when needed. Days, evenings and/or weekends dependent upon program needs. This recruitment will also establish an eligibility list for future openings. Successful candidates will remain on the eligibility list for a period of one year.

## **QUALIFICATIONS:**

Full time minimum of two years' experience in custodial work or any combination of training and experience that would provide the following knowledge, skills, and abilities.

Part time and substitutes, minimum of one year experience in custodial work or any combination of training and experience that would provide the following knowledge, skills, and abilities.

Knowledge of methods, materials and equipment used in janitorial work; basic hand tools and electric floor equipment used in janitorial services.

Ability to apply a routine amount of initiative and judgment to perform duties utilizing standardized procedures within established policies; do janitorial work involving a degree of independent judgment and discretion, speed and accuracy; use standard janitorial equipment and supplies; operate a floor waxer, buffer, and stripping equipment; follow basic safety practices in the performance of job duties; read and understand labels on containers and supplies and Safety Data sheets; follow instructions regarding the use of chemicals and supplies and use as directed; effectively interact with others; communicate and follow instructions both verbally and in written form; work alone or with others; work under pressure; and be dependable and maintain attendance and punctuality and ready to begin work at the start of each shift.

Must be able to relate to other people beyond giving and receiving instructions; can get along with co-workers or peers without exhibiting behavioral extremes; perform work activities requiring negotiating, instructing, supervising, persuading or speaking with others; and respond appropriately to direction from a supervisor.

## CONDITIONS OF EMPLOYMENT WITH THE DISTRICT:

An offer of employment will be contingent upon passing the following:

- A background investigation will be conducted to include fingerprinting
- Must submit to a post offer medical exam, functional capacity exam and drug screen at the district's expense
- Must submit verification of your identity and citizenship or legal right to work in the United States

**PHYSICAL DEMANDS AND WORK ENVIRONMENT:** All work is performed indoors. Stand and walk 100% of the workday, bend, kneel, squat, stoop, twist, push and pull intermittently, climb, lift and reach above the shoulder, and exposure to fumes, dust and loud noises. Must be able to lift and remove objects weighing up to 50 pounds depending on job assignment. May be required to work nights, weekends and holidays when needed. Physical demands and work environment characteristics are representative of those an employee encounters while performing the essential functions of the job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

**DISTRICT EXPECTATIONS OF THIS POSITION:** Consistently reports to work on time prepared to perform job duties; prioritizes and performs duties as workload necessitates; communicates regularly with supervisor about program issues; provides outstanding customer service; maintains respectful attitude; interacts with customers and co-workers in a positive and courteous manner; and responsible for the efficient and effective delivery of services.

**DUTIES AND RESPONSIBILITIES:** The following typical tasks and responsibilities are representative of the position's essential duties. May not be assigned all duties listed, nor does this cover all duties which may be assigned. Conducts safe custodial/maintenance practice at all times; vacuums and spot cleans carpets; sweeps and mops floors; empties and cleans trash receptacles; cleans and disinfects restroom fixtures, drinking fountains, and kitchen area; refills dispensers and containers; cleans and dusts furniture and woodwork; purchase the day to day custodial supplies; lifts and carries cases of supplies; if assigned to a Community Center will be required to move chair rack on wheels; carry and erect folding ladders; climb ladders; and lift folding chairs overhead; frequently assists in setting up, breaking down and moving folding tables; moves and arranges furniture and equipment; reports all unsafe conditions to supervisor and assists in making safe and orderly; assists with minor repairs and replacements of District buildings; periodically removes stains and shampoo carpets; periodically buffs, strips and waxes floors using various types of floor care equipment; periodically washes windows, walls and ceilings, and cleans window coverings; may be required to polish furniture and woodwork; provides access to center; responds to and resolves user requests and questions; ensures compliance with facility rentals including vacation of facility, clean-up, and post-event inspection; must maintain required safety training and attend meetings and trainings required by the supervisor; trains other staff as needed; and performs related duties as assigned.

**AN EQUAL OPPORTUNITY EMPLOYER**

North of the River Recreation and Park District, 3825 Riverlakes Drive, Bakersfield, Ca., 93312 (661) 392-2000

[www.norfun.org](http://www.norfun.org)

## **ADDENDUM TO APPLICATION - CUSTODIAN**

Name: \_\_\_\_\_

Date: \_\_\_\_\_

1. Please rate your general level of ability in the following areas by using the chart below that best describes your capabilities.

0 = No knowledge and/or experience  
1 = Some knowledge and/or experience

2 = Good knowledge and/or experience  
3 = Highly skilled

### **Custodial**

- Cleaning Procedures  
 Building Maintenance  
 Replace building light bulbs  
 Cleaning Materials & Supplies

### **General Safety Procedures**

- Equipment Maintenance  
 Safety Data Sheets  
 Public Relations  
 First Aid

### **Equipment Operation**

- Floor Buffer  
 Floor Scrubber  
 Floor Stripper  
 Carpet Shampooer  
 Vacuum

### **Construction**

- Basic Carpentry  
 Painting  
 Plastering  
 Plumbing  
 Basic Electrical

2. List any special licenses, certification and training courses:

**Please describe the experience that you have in the following. If none, write "N/A":**

3. Describe your janitorial experience and indicate if obtained through personal work, at home, or for some type of janitorial position. Include working alone or with a crew.

4. Describe your experience with basic facility maintenance.

5. Describe your experience working with the public.





PERSONNEL OFFICE  
3825 Riverlakes Drive, Bakersfield, California 93312  
Office (661) 392-2000 www.norfun.org

## POSITION APPLYING FOR:

### APPLICATION INSTRUCTIONS

- Your further consideration for the position will depend upon the accurate information you provide on this application regarding your ability to meet or exceed the minimum requirements of the position. **This application must be filled out completely.** Incomplete or illegible applications will be rejected. Applications must be received in the Personnel Office no later than the date and time noted in the job announcement.
- Notify the Personnel Office immediately if you have a change of address, phone, or employer.
- You must submit any documents required with your application, (i.e.; typing certificate, DMV printout). Any material submitted during the application process becomes the property of NOR unless otherwise specified in the job announcement. Applicants who wish to retain copies must make their copies prior to submitting the materials.
- RESUMES may be added, but may not be substituted for completion of this application.**
- Please complete the Applicant Data Record. Avoid any other reference to religion, race, nationality or any other legally protected status.
- A separate application is required for each position.
- 

01/2018

### PERSONAL INFORMATION

<b>NAME:</b> _____	<b>APPLICATION DATE:</b> _____
<b>ADDRESS:</b> _____	
<small>Number Street</small>	<small>City</small>
<small>State</small>	<small>Zip Code</small>
<b>HOME PHONE:</b> _____	<b>BUSINESS/MESSAGE PHONE:</b> _____
<b>CELL PHONE:</b> _____	<b>E-MAIL:</b> _____

*The best number to reach you would be (check any that apply):* Home\_\_\_ Cell\_\_\_ Business\_\_\_ E-mail\_\_\_

Are you currently employed? Y <input type="checkbox"/> N <input type="checkbox"/>	May we contact your current employer? Y <input type="checkbox"/> N <input type="checkbox"/>
<b>HOW DID YOU HEAR ABOUT THIS JOB OPENING?</b>	
<input type="checkbox"/> Friend/Relative: _____	<input type="checkbox"/> District Website
<input type="checkbox"/> Other internet site	<input type="checkbox"/> Walk-in
<input type="checkbox"/> Newspaper	<input type="checkbox"/> Other (please specify): _____
What date are you available to work: _____ Are you available to work Full-time <input type="checkbox"/> Part-time <input type="checkbox"/> If unavailable for full time, please explain:	
What days and hours are you available to work?	
Have you ever applied to, work, or volunteered with NOR? Y <input type="checkbox"/> N <input type="checkbox"/>	
(check all that apply) Applied <input type="checkbox"/> Worked <input type="checkbox"/> Volunteered <input type="checkbox"/>	
<i>If yes; state dates, positions and reason for leaving.</i>	
List any different name(s) used:	
Do you have any friends or relatives working for NOR? Y <input type="checkbox"/> N <input type="checkbox"/>	<i>If yes, state name(s) and relationship:</i>
If hired, would you have a reliable means of transportation to and from work? Y <input type="checkbox"/> N <input type="checkbox"/>	
Are you able to perform the essential functions of the job for which you are applying, either with or without reasonable accommodation? <i>If no, describe the functions that cannot be performed.</i> Y <input type="checkbox"/> N <input type="checkbox"/>	
<small>(Note: We comply with the ADA and consider reasonable accommodation measures that may be necessary for eligible applicants/employees to perform essential functions. Hire may be subject to passing a medical examination, and to skill and agility tests.)</small>	
Are you at least 18 years old? (if under 18, if hired, you will be required to provide a work permit)	N/A <input type="checkbox"/> Y <input type="checkbox"/> N <input type="checkbox"/>
Are you legally eligible to be employed in the United States? (proof of identity and eligibility will be required upon employment)	Y <input type="checkbox"/> N <input type="checkbox"/>

### AN EQUAL OPPORTUNITY EMPLOYER

All qualified applicants will receive consideration without regard to sex, marital status, race, age, creed, national origin, color, religion, mental or physical disability, veteran status, medical condition, sexual orientation or any other legally protected status.

# EMPLOYMENT HISTORY (A Resume will not be a substitute for completing the information required in this section)

List all present and past employment for the **last 7 years starting with your most recent employer**. Include military service, volunteer activities, student period, or other special activities and also include any periods of unemployment. Incomplete information may exclude you from further consideration.

How many years experience have you had that would qualify you for this position, PAID: \_\_\_\_\_ UNPAID: \_\_\_\_\_

If any employment was under a different name, indicate name: \_\_\_\_\_

1. **Company Name:** \_\_\_\_\_ **Phone:** \_\_\_\_\_  
**Address:** \_\_\_\_\_ **City:** \_\_\_\_\_ **State:** \_\_\_\_\_ **Zip:** \_\_\_\_\_  
**Type of Business:** \_\_\_\_\_ **Supervisor:** \_\_\_\_\_ **Phone:** \_\_\_\_\_  
**Job Title:** \_\_\_\_\_ **Start date:** \_\_\_\_\_ **End date:** \_\_\_\_\_ **FT**  **PT**  **Seasonal**  **Volunteer**   
**Work performed:** \_\_\_\_\_  
\_\_\_\_\_  
**Reason for leaving:** \_\_\_\_\_  
May we contact this employer? **Y**  **N**  **Later**

2. **Company Name:** \_\_\_\_\_ **Phone:** \_\_\_\_\_  
**Address:** \_\_\_\_\_ **City:** \_\_\_\_\_ **State:** \_\_\_\_\_ **Zip:** \_\_\_\_\_  
**Type of Business:** \_\_\_\_\_ **Supervisor:** \_\_\_\_\_ **Phone:** \_\_\_\_\_  
**Job Title:** \_\_\_\_\_ **Start date:** \_\_\_\_\_ **End date:** \_\_\_\_\_ **FT**  **PT**  **Seasonal**  **Volunteer**   
**Work performed:** \_\_\_\_\_  
\_\_\_\_\_  
**Reason for leaving:** \_\_\_\_\_  
May we contact this employer? **Y**  **N**  **Later**

3. **Company Name:** \_\_\_\_\_ **Phone:** \_\_\_\_\_  
**Address:** \_\_\_\_\_ **City:** \_\_\_\_\_ **State:** \_\_\_\_\_ **Zip:** \_\_\_\_\_  
**Type of Business:** \_\_\_\_\_ **Supervisor:** \_\_\_\_\_ **Phone:** \_\_\_\_\_  
**Job Title:** \_\_\_\_\_ **Start date:** \_\_\_\_\_ **End date:** \_\_\_\_\_ **FT**  **PT**  **Seasonal**  **Volunteer**   
**Work performed:** \_\_\_\_\_  
\_\_\_\_\_  
**Reason for leaving:** \_\_\_\_\_  
May we contact this employer? **Y**  **N**  **Later**

4. **Company Name:** \_\_\_\_\_ **Phone:** \_\_\_\_\_  
**Address:** \_\_\_\_\_ **City:** \_\_\_\_\_ **State:** \_\_\_\_\_ **Zip:** \_\_\_\_\_  
**Type of Business:** \_\_\_\_\_ **Supervisor:** \_\_\_\_\_ **Phone:** \_\_\_\_\_  
**Job Title:** \_\_\_\_\_ **Start date:** \_\_\_\_\_ **End date:** \_\_\_\_\_ **FT**  **PT**  **Seasonal**  **Volunteer**   
**Work performed:** \_\_\_\_\_  
\_\_\_\_\_  
**Reason for leaving:** \_\_\_\_\_  
May we contact this employer? **Y**  **N**  **Later**

**Explain any gaps in work history:**

Have you ever been discharged or asked to resign from a job? If yes, explain: \_\_\_\_\_ **Y**  **N**

For additional experience, use an additional sheet of paper with the above information or complete the Additional Work Experience form

# EDUCATION, TRAINING, AND EXPERIENCE

High School-highest grade completed: \_\_\_\_\_ Graduated: Y  N  GED: Y  N  Name & location: \_\_\_\_\_

COLLEGES, UNIVERSITIES, BUSINESS OR TRADE SCHOOLS **LIST ALL APPLICABLE TO THIS POSITION.**

Name, Address, City, State, Zip	Course Of Study	# of yrs completed	Degree Or Diploma OR # of units completed

## ADDITIONAL INFORMATION

Other training, skills or experience **RELATED** to the position applied for: (computers, office machines, typing speed, foreign languages, special courses, machinery, etc...)

Professional License, Certificates, or Memberships **RELATED** to position: (Title/Registration #/Expiration Date)

Have any of the licenses or certificates listed above ever been revoked or suspended? Y  N

If yes, state reason(s), date of revocation or suspension and date of reinstatement:

State any additional information you feel may be helpful:

## REFERENCES *List three persons not related to you who have knowledge of your work performance.*

First Name: \_\_\_\_\_ Last Name: \_\_\_\_\_ Phone Number: \_\_\_\_\_

Street Address: \_\_\_\_\_ City: \_\_\_\_\_ State: \_\_\_\_\_ Zip Code: \_\_\_\_\_

Occupation: \_\_\_\_\_ No. of Years Acquainted: \_\_\_\_\_

First Name: \_\_\_\_\_ Last Name: \_\_\_\_\_ Phone Number: \_\_\_\_\_

Street Address: \_\_\_\_\_ City: \_\_\_\_\_ State: \_\_\_\_\_ Zip Code: \_\_\_\_\_

Occupation: \_\_\_\_\_ No. of Years Acquainted: \_\_\_\_\_

First Name: \_\_\_\_\_ Last Name: \_\_\_\_\_ Phone Number: \_\_\_\_\_

Street Address: \_\_\_\_\_ City: \_\_\_\_\_ State: \_\_\_\_\_ Zip Code: \_\_\_\_\_

Occupation: \_\_\_\_\_ No. of Years Acquainted: \_\_\_\_\_

**PERSONNEL USE ONLY:**

**APPLICANT'S STATEMENT**

*Please read carefully and sign below*

I hereby certify that I have not knowingly withheld any information that might adversely affect my chances for employment and that the answers given by me are true and correct to the best of my knowledge. I further certify that I, the undersigned applicant, have personally completed this application. I understand that any omission or misstatement of material fact on this application or on any document used to secure employment shall be grounds for rejection of this application or for immediate discharge if I am employed, regardless of the time elapsed before discovery.

I understand that nothing contained in the application, or conveyed during any interview which may be granted or during my employment, if hired, is intended to create an employment contract between me and the District. In addition, I understand and agree that if I am employed, my employment is for no definite or determinable period and may be terminated at any time, with or without prior notice, at the option of either myself or the District, and that no promises or representations contrary to the foregoing are binding on the District unless made in writing and signed by me and the District's designated representative.

I understand, also, that I am required to abide by all rules and regulations of the District throughout my employment. In addition, I understand that a job offer would be contingent upon the following: I must submit proof of U.S. citizenship or legal right to remain and work in the United States and a criminal records check will be required through fingerprinting. I may be required to pass a physical examination and / or alcohol and drug screen.

**APPLICANT SIGNATURE:** \_\_\_\_\_ **DATE:** \_\_\_\_\_

*North of the River Recreation and Park District may conduct reference and employment verifications prior to an offer of employment. Please sign the Disclosure Authorization and Release form below. It will be used when former employers request employee authorization prior to releasing employment information.*



**North of the River**  
recreation and park district

3825 Riverlakes Drive, Bakersfield, CA 93312 (661)392-2000 [www.norfun.org](http://www.norfun.org)

**DISCLOSURE AUTHORIZATION AND RELEASE**

**RE: REFERENCE CHECK FOR EMPLOYMENT**

**TO WHOM IT MAY CONCERN:**

I have applied for employment with North of the River Recreation and Park District. I hereby consent to the release of any and all information regarding my employment, job performance and any other pertinent information that you may have to any authorized employee, representative, or agent of North of the River Recreation and Park District. This information may be provided either verbally or in writing. This includes, but is not limited to, employment and education records and transcripts which you may possess, whether or not such records or information are confidential, privileged and/or of a derogatory nature.

In addition to authorizing the release of any information regarding my employment, I hereby direct you to release the requested information, records and/or transcripts upon request of the bearer. I understand that the information and records provided are for the official use of the District. I specifically and permanently waive any rights I may have to review or inspect any records, transcripts or information received during the course of the District's investigation.

I hereby release, hold harmless and indemnify you, as the custodian of any such records, my present and former employer(s), the District, and any educational institution which I may have attended, including all officers, agents, employees, representatives, or other personnel of any of those entities both individually and collectively, from any and all liability, damage, suits, actions or claims of whatever kind, that may directly or indirectly result from compliance with this authorization or any attempt to comply with it, by any person or party, whether such information is favorable or unfavorable to me.

A photocopy of this release form shall be as valid as the original. I acknowledge that I am entitled to a copy of this authorization and release of liability.

**SIGNATURE:**

**DATE:**





## APPLICANT DATA RECORD

DATE: \_\_\_\_\_ POSITION APPLIED FOR: \_\_\_\_\_

AGE: \_\_\_\_\_ Male  Female

To further its commitment to Equal Employment Opportunity, the District requests that applicants voluntarily provide the following information. This data will be kept in a confidential file separate from the Application for Employment solely for research purposes only to help us comply with government record keeping, reporting and other legal requirements. All information will be used in accordance with the state and federal regulations. Your cooperation in providing this information is essential to the success of the research and evaluation program.

RECRUITMENT RESEARCH: We would appreciate information on how you heard about this job opportunity in order to help us determine what the most effective recruitment source is. Please check one or more.

- |  |  |
|--|--|
| <input type="checkbox"/> Walk-in                       | <input type="checkbox"/> School          |
| <input type="checkbox"/> NOR Website (norfun.org)      | <input type="checkbox"/> Other (specify) |
| <input type="checkbox"/> Other internet site (specify) |  |
| <input type="checkbox"/> Newspaper (specify)           |  |
| <input type="checkbox"/> Friend/relative (name)        |  |
| <input type="checkbox"/> Employment Agency             |  |

EDUCATION: (Please check the highest level achieved):

- |  |  |
|--|--|
| <input type="checkbox"/> Not a HS Graduate | <input type="checkbox"/> College Degree: _____ |
| <input type="checkbox"/> HS Diploma/GED    | _____  |
| <input type="checkbox"/> Some College      |  |

ETHNIC ORIGIN: (Please check one)

- |   |   |
|---|---|
| <input type="checkbox"/> White / Caucasian        | <input type="checkbox"/> American Indian / Alaskan Native |
| <input type="checkbox"/> Black / African/American | <input type="checkbox"/> Asian / Pacific Islander         |
| <input type="checkbox"/> Hispanic                 | <input type="checkbox"/> Other:                           |
| <input type="checkbox"/> Filipino                 |   |



**APPLICANT NAME:** \_\_\_\_\_  
**APPLICATION DATE:** \_\_\_\_\_

**ADDITIONAL WORK EXPERIENCE**

5. **Company Name:** \_\_\_\_\_ **Phone:** \_\_\_\_\_  
**Address:** \_\_\_\_\_ **City:** \_\_\_\_\_ **State:** \_\_\_\_\_ **Zip:** \_\_\_\_\_  
**Type of Business:** \_\_\_\_\_ **Supervisor:** \_\_\_\_\_ **Phone:** \_\_\_\_\_  
**Job Title:** \_\_\_\_\_ **Start date:** \_\_\_\_\_ **End date:** \_\_\_\_\_ **FT**  **PT**  **Seasonal**  **Volunteer**   
**Work performed:** \_\_\_\_\_  
 \_\_\_\_\_  
**Reason for leaving:** \_\_\_\_\_  
 \_\_\_\_\_  
 May we contact this employer? **Y**  **N**  **Later**

6. **Company Name:** \_\_\_\_\_ **Phone:** \_\_\_\_\_  
**Address:** \_\_\_\_\_ **City:** \_\_\_\_\_ **State:** \_\_\_\_\_ **Zip:** \_\_\_\_\_  
**Type of Business:** \_\_\_\_\_ **Supervisor:** \_\_\_\_\_ **Phone:** \_\_\_\_\_  
**Job Title:** \_\_\_\_\_ **Start date:** \_\_\_\_\_ **End date:** \_\_\_\_\_ **FT**  **PT**  **Seasonal**  **Volunteer**   
**Work performed:** \_\_\_\_\_  
 \_\_\_\_\_  
**Reason for leaving:** \_\_\_\_\_  
 \_\_\_\_\_  
 May we contact this employer? **Y**  **N**  **Later**

7. **Company Name:** \_\_\_\_\_ **Phone:** \_\_\_\_\_  
**Address:** \_\_\_\_\_ **City:** \_\_\_\_\_ **State:** \_\_\_\_\_ **Zip:** \_\_\_\_\_  
**Type of Business:** \_\_\_\_\_ **Supervisor:** \_\_\_\_\_ **Phone:** \_\_\_\_\_  
**Job Title:** \_\_\_\_\_ **Start date:** \_\_\_\_\_ **End date:** \_\_\_\_\_ **FT**  **PT**  **Seasonal**  **Volunteer**   
**Work performed:** \_\_\_\_\_  
 \_\_\_\_\_  
**Reason for leaving:** \_\_\_\_\_  
 \_\_\_\_\_  
 May we contact this employer? **Y**  **N**  **Later**

8. **Company Name:** \_\_\_\_\_ **Phone:** \_\_\_\_\_  
**Address:** \_\_\_\_\_ **City:** \_\_\_\_\_ **State:** \_\_\_\_\_ **Zip:** \_\_\_\_\_  
**Type of Business:** \_\_\_\_\_ **Supervisor:** \_\_\_\_\_ **Phone:** \_\_\_\_\_  
**Job Title:** \_\_\_\_\_ **Start date:** \_\_\_\_\_ **End date:** \_\_\_\_\_ **FT**  **PT**  **Seasonal**  **Volunteer**   
**Work performed:** \_\_\_\_\_  
 \_\_\_\_\_  
**Reason for leaving:** \_\_\_\_\_  
 \_\_\_\_\_  
 May we contact this employer? **Y**  **N**  **Later**

*Explain any gaps in work history:*

  
  
  

Additional Information: