



300 3rd Ave NE
Crosby, MN 56441
(218) 546-5088 ph.
(218) 546-5041 fax
www.crosbyhra.org

Would you like to work a four-day work week? The Crosby HRA is seeking a qualified candidate for a full time Maintenance Engineer to perform interior and exterior building maintenance and repairs for all Crosby HRA owned properties.

Candidate should be reliable, motivated, able to work with little supervision and pass a criminal background check. Two-year degree plus four years' relevant experience or six years combination required.

Crosby HRA offers competitive wages and an excellent benefits package. The hourly rate for this position ranges from \$21.50 to \$24.00 per hour. The benefit package includes 100% employer paid single coverage health & life insurance, employer 8.5% matched retirement contributions, 10 federal paid holidays, paid vacation & sick time. To be considered for this position please complete the application package located at www.crosbyhra.org under the resources tab– employment opportunities.

Please submit full application package via fax, mail (above) or email to kathryn@brainerdhra.org, if you have any questions, please contact Kathy at (218) 824-3424.

Position open until filled.

An Equal Opportunity Employer

Crosby Housing & Redevelopment Authority

Maintenance Engineer

Status: Full-time, Non Exempt
Supervisor: Maintenance Supervisor

Position Summary

The Maintenance Engineer is responsible for the direct report of the Maintenance Specialist, coordination of staff, contractors and vendors to complete all building and maintenance activities. Serves as part of team that administers federal grant dollars.

Essential Functions

To perform this job successfully, an individual must be able to perform each essential function satisfactorily. The requirements listed below are representative of the knowledge, skill and/or ability required. The omission of specific statements of duties does not exclude them if the work is similar, related or a logical assignment to the position.

- Work as part of a team to administer the (CFP) Capital Fund Program, including long range planning, internal needs assessments for public housing properties, scheduling of contractors, progress inspections, completion of punch list items. Work with architects and engineers to assure timely and satisfactory completion of CFP projects.
- Ability to perform functions of Maintenance Specialist
- Receive and respond in a timely manner to work orders for repairs and maintenance to HRA properties.
- Schedule and coordinate inspections of HRA properties including PHAS (Public Housing Assessment System) and PASS (Physical Assessment Subsystem) compliance of Public Housing properties
- Train Caretakers in the proper use of cleaning products and tools including the carpet cleaning machine, grounds keeping and lawn care equipment
- Diagnose repairs at HRA properties, delegate to appropriate maintenance staff or contractor and, if necessary, acquire bids from contractors and vendors. Make recommendations to the Maintenance Supervisor for significant repairs or maintenance
- Assist in the development and monitoring of property budgets
- Knowledge and understanding of blue prints and bid specifications
- Determine the need for maintenance tools, supplies and equipment and maintain an inventory system
- Ability to read and understand operating manuals for parts and equipment and track all warranties related to equipment and capital expenditures
- Other activities as directed by the Maintenance Supervisor

Minimum Qualifications

Two-year post high school degree in related field and a minimum of four years' experience in a position with similar regular job duties or six years' combination of relevant education, training and experience that meets the requirement to successfully accomplish the assigned duties and responsibilities as determined by the Executive Director. Possession of a valid driver's license and access to reliable transportation. Must have a MN Boiler Engineer license or the ability to obtain it within nine months of hire. Must be available to handle emergency service calls in on-call capacity that includes nights, weekends and holidays.

Knowledge, Skills and Abilities

- Knowledge of HUD regulations and procurement guidelines and Uniform Physical Conditions Standards (UPCS)
- Possess knowledge of applicable building and property compliance codes
- Knowledge and experience in building systems, structural, mechanical, plumbing, HVAC systems and electrical repairs and replacement
- Ability to initiate work projects and make independent decisions
- Coordinate and oversight of contractors and vendors
- Ability to organize and systemize department procedures
- Willing to attend training deemed essential or beneficial to position or to maintain certifications
- Ability to use computer and relevant software

Physical Requirements

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 function.

While performing the duties of this job the employee is required to see and hear in the normal range in order to receive detailed information; communicate verbally and in written form to receive and convey detailed and important instructions to others and be understood. If eye or hearing correction is needed, the proper correction needs to be used at work.

Physical demands regularly require using of hands to finger, handle, feel or operate tools or controls, stooping, climbing ladders, bending, kneeling, crouching or crawling, reaching with hands and arms, pushing, pulling and lifting, frequently requires standing, walking, climbing or balancing and repetitive motions, occasionally requires sitting. The employee must occasionally lift and/or move more than 100 pounds; frequently up to 50 pounds and constantly up to 20 pounds.

Work regularly requires operating machines, motor vehicles, equipment and tools, exposure to moving mechanical parts and occasionally working in high, exposed places, exposure to toxic chemicals and exposure to risk of electrical shock. Work is performed in a variety of environmental conditions, both indoors and out, with exposure to temperature variations, noise, vibrations, fumes, odors and airborne particles; performed generally in a moderate to loud noise location. Worker may be required to wear protective gear such as eye, ear and respiratory protection.

This job description does not constitute an employment agreement or binding contract and is subject to change by the employer as the needs of the employer and requirements of the job change.

Crosby HRA Benefit Package



1. Hourly Position – Eligible for overtime/comp time.
2. Normal Work Hours: Flexible work hours, position currently is M-F 7:00am to 3:30pm. This position has the potential to be four – 10-hour days if applicant desires and is negotiated with management. Candidate will be on call every other week for after hours emergency work orders.

Employee earns benefits subject to applicable HRA policies. The following is a summary of benefits contained in HRA policies as of January 1, 2021:

3. 10 paid holidays, plus 16 additional personal leave hours of your choice. 2021 personal leave will be pro-rated based on date of hire.
4. Probationary period is 6 months upon assuming the position. Completing the probationary period does not guarantee future employment with the HRA. All employment with the HRA is “at will.”
5. Vacation is earned at the rate of 6.67 hours per month (2 weeks per year) for the first five years of employment. After the fifth year, the monthly accrual rate is increased per the Employee Policy Manual. Maximum vacation accrual balance is 240 hours.
6. Sick leave is earned at a rate of 8 hours per month with a maximum sick leave accrual balance of 960 hours. Sick leave is not paid out upon termination.
7. Health Insurance -- HealthPartners is the HRA’s current health insurance provider. Coverage takes effect the 1st of the month following date of hire. The HRA currently offers one insurance plan or \$315 per month for an Opt-out election with appropriate group coverage documentation. The following is a summary of the insurance plan option for 2021:
 - Gold Insurance Plan - \$1,000 single/\$3,000 family deductible. The employee pays 0% of the single premium. The employee pays 20% of the family premium (age-based rates) per month.
8. An employer paid \$15,000 life insurance policy is provided by the HRA the 1st of the month following the initial six-month waiting period for eligibility.
9. HRA employees are eligible for Crosby Housing & Redevelopment Authority Retirement Plan (defined contribution plan) on the 1st of the month following 6 months of employment. The employee contribution rate is 6% and the employer contribution rate is 8.5% of gross salary.
10. HRA employees are also immediately eligible to participate in the MN Deferred Compensation Plan. Employee contributions are made into this state run 457 plans on either a pretax or post tax basis.
11. The 2021 starting salary range is \$44,720 to \$49,920 depending on qualifications.
12. In the event of any conflict between this summary of benefits and applicable HRA policy, HRA policy controls.

Crosby HRA Employment Application

INSTRUCTIONS

We welcome you as an applicant for employment. Your application will be considered with others. **A completed Crosby HRA application form is required to apply for employment at the Crosby HRA.** The specific job title of the position must be listed on the application form. A separate application form is required for each position.

Please complete the application form as thoroughly as possible. **Do not mark your application "see resume."** Resumes may be included, but will not be accepted in lieu of a completed application form. The information provided in the application form will be used to assess your qualifications for the position.

Additional items may be required, including but not limited to, certifications, licenses, and other information as noted on the job posting. These items should be included with the application packet. If submitting an electronic application, please submit these items separately noting an electronic application was submitted.

Applications and supporting documents must be received by the deadline date and time listed on the job posting.

If you have any questions, you may contact:

Mike Foote, Maintenance Supervisor
Brainerd HRA
324 E. River Road
Brainerd, MN 56401
Phone: (218) 824-3434
Fax: (218) 828-8817
mfoote@brainerdhra.org

APPLICANT...PLEASE COMPLETE

We would appreciate your cooperation in completing the following section. Please enclose this page with application.

APPLICANT TRACKING DATA

The information requested below is voluntary and is used to assist the Crosby HRA in monitoring Equal Employment Opportunity program as required by law. Refusal to complete this section will not affect your opportunities for employment. The information in this area is confidential and will be separated from your employment application.

Name: _____ <div style="display: flex; justify-content: space-between; font-size: small;"> Last First Middle </div>	Position applied for: _____
Referral Source: <div style="display: flex; flex-wrap: wrap; justify-content: space-between;"> <div style="width: 25%;"><input type="checkbox"/> Employment Agency</div> <div style="width: 25%;"><input type="checkbox"/> Walk-In</div> <div style="width: 25%;"><input type="checkbox"/> Employee Referral</div> <div style="width: 25%;"><input type="checkbox"/> Community or Agency</div> <div style="width: 25%;"><input type="checkbox"/> Newspaper Ad</div> <div style="width: 25%;"><input type="checkbox"/> College</div> <div style="width: 25%;"><input type="checkbox"/> Website</div> <div style="width: 25%;"><input type="checkbox"/> Other</div> </div>	

Gender: (check one): Male Female

Race or ethnic group(check one): White Black Hispanic American Indian/Native Alaskan Asian/Pacific Islander

Do you have a disability? Yes No If yes, please describe _____

Position Applied For: _____ Department: _____ Date: _____

PERSONAL INFORMATION

Name: _____
Last First Middle

Address: _____
Street City State Zip

Phone: _____
Home Cell Work

Are you either a US citizen or legally eligible for employment in the U.S.A.? Yes No

Are you eighteen years of age or older? Yes No If under 18, state date of birth: _____

Are you presently or have you previously been employed by us? Yes No Dates of Employment _____

List all other name(s) under which your employment or education records can be found: _____

Do you have any special needs which may necessitate accommodations in the application/interview process? Yes No

EMPLOYMENT DESIRED

Type of employment desired: Full-time Part-time Seasonal/Temporary

Are you willing and available to work overtime and shift work? Yes No

Salary desired: _____ Date available: _____

Are you currently employed? Yes No If yes, may we contact your present employer? Yes No

If no, explain: _____

EDUCATIONAL INFORMATION

Did you graduate from high school? Yes No GED

High School Name: _____
High School City State

Check your grade	Grade School	High School	College	Post Graduate
	1 2 3 4 5 6 7 8	9 10 11 12 or GED	13 14 15 16	MA PhD
	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/>

<u>Name and location of college, university, and/or technical schools</u>	<u>Dates of attendance</u>	<u>Major/minor or study area</u>	<u>Degree received</u>
_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____

Employment History

Please provide complete employment information. List your present or most recent experience first. Attach additional sheets if necessary.

PRESENT EMPLOYER

DATES OF EMPLOYMENT

Employer: _____ Phone Number: _____ From _____ To _____
(MO/YR) (MO/YR)

Address: _____ Hours per week: _____

Supervisor's Name & Title _____ Salary: _____

Your Title: _____

Number & types of positions you supervised: _____

Reason for leaving: _____

Principal Responsibilities (be complete):

1. _____
2. _____
3. _____
4. _____
5. _____
6. _____

PREVIOUS EMPLOYER

DATES OF EMPLOYMENT

Employer: _____ Phone Number: _____ From _____ To _____
(MO/YR) (MO/YR)

Address: _____ Hours per week: _____

Supervisor's Name & Title _____ Salary: _____

Your Title: _____

Number & types of positions you supervised: _____

Reason for leaving: _____

Principal Responsibilities (be complete):

1. _____
2. _____
3. _____
4. _____
5. _____
6. _____

PREVIOUS EMPLOYER	DATES OF EMPLOYMENT
-------------------	---------------------

Employer: _____ Phone Number: _____ From _____ To _____
(MO/YR) (MO/YR)

Address: _____ Hours per week: _____

Supervisor's Name & Title _____ Salary: _____

Your Title: _____

Number & types of positions you supervised: _____

Reason for leaving: _____

Principal Responsibilities (be complete):

1. _____
2. _____
3. _____
4. _____
5. _____
6. _____

PREVIOUS EMPLOYER	DATES OF EMPLOYMENT
-------------------	---------------------

Employer: _____ Phone Number: _____ From _____ To _____
(MO/YR) (MO/YR)

Address: _____ Hours per week: _____

Supervisor's Name & Title _____ Salary: _____

Your Title: _____

Number & types of positions you supervised: _____

Reason for leaving: _____

Principal Responsibilities (be complete):

1. _____
2. _____
3. _____
4. _____
5. _____
6. _____

JOB RELEVANT VOLUNTEER EXPERIENCE OR UNPAID WORK EXPERIENCE				
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<u>Name of Organization</u>	<u>Work Performed</u>	<u>Hrs/wk</u>	<u>From</u>	<u>To</u>

Equal Opportunity Employer

COMPLETE ALL OF THE FOLLOWING APPLICABLE TO THE POSITION YOU ARE APPLYING

COMPUTER HARDWARE/SOFTWARE SKILLS:

	<u>List types of Hardware/Software</u>	<u># Years of Experience</u>
<u>Training:</u>	_____	_____
	_____	_____
<u>Experience:</u>	_____	_____
	_____	_____

Licenses/Certificates held: (List relevant current licenses, registrations or certificates. Include driver's license in this section if required):

<u>Type of License</u>	<u>License Number</u>	<u>State Issued</u>	<u>Expiration Date</u>
_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____

APPRENTICESHIP(s) served or trades learned: _____

SPECIFIC EQUIPMENT EXPERIENCE: _____

PROFESSIONAL REFERENCES

These should be people in a position to discuss your qualifications for the position you seek. Include managers, directors, or supervisors under whom you worked. The Crosby HRA reserves the right to contact all prior employers, educational institutions or institutions where you have volunteered in addition to references listed below.

List people who know you well, preferably from a work environment. Do not use acquaintances or relatives.

Name: _____	Address: _____
Phone: _____	Occupation: _____
(Work) _____	(Home) _____

Name: _____	Address: _____
Phone: _____	Occupation: _____
(Work) _____	(Home) _____

Name: _____	Address: _____
Phone: _____	Occupation: _____
(Work) _____	(Home) _____

VETERANS PREFERENCE

Crosby HRA

300 Third Avenue N.E.

Crosby, MN 56441-1642 Fax: (218) 546-5041

COMPLETE THIS FORM **ONLY** IF YOU ARE A VETERAN **AND** ARE CLAIMING VETERANS PREFERENCE

NOTE: COPY OF DD214 MUST BE ATTACHED

You must submit a PHOTOCOPY of your DD214 or other military documents to substantiate the service information requested on the form. Claims not accompanied by proper documentation will not be processed. For assistance in obtaining a copy of your DD214, contact the local Veterans Service Office at (218) 824-1058.

The Crosby HRA operates under a point preference system which awards points to qualified veterans to supplement their application. Five (5) points are granted to non-disabled veterans on open competitive examinations; ten (10) points are added if the veteran has a service connected compensable disability as certified by the Veterans Administration.

To qualify for preference for a **competitive exam**, you must have been separated under honorable conditions from any branch of the armed forces of the United States after having served on active duty for 181 consecutive days, **or** by reason of disability incurred while serving on active duty, **or** after having served the full period called or ordered for active duty **and** be a United States citizen or resident alien. Veteran's preference may be used by the surviving spouse of a deceased veteran and by the spouse of a disabled veteran who is unable to qualify because of the disability.

To qualify for preference on a promotional exam, a veteran must have received a USDVA active duty service connected disability rating of 50% or more. For a promotional exam, a qualified disabled veteran is entitled to be granted 5 points. Disabled veterans eligible for such preference may use the 5 points preference only for the first promotion after securing City employment.

Claims must be made on the form below and submitted with your application by the application deadline of the position for which you are applying. If your DD214 is submitted to our office separate from this sheet, please attach a note with it indicating the position for which you are applying and your present address.

NAME (LAST)	(FIRST)	(M)	SOCIAL SECURITY NUMBER		POSITION FOR WHICH YOU APPLIED Closing Date:
ADDRESS (STREET)	(CITY)	(STATE)	(ZIP)	PHONE NUMBER	ARE YOU A CITIZEN OR RESIDENT ALIEN? <input type="checkbox"/> YES <input type="checkbox"/> NO

VETERAN (5 points) (DD214 or DD215 must be submitted to receive points):

Honorably discharged veteran YES NO

FOR DISABLED VETERANS (10 points) (DD214 and Letter from VA of proof of disability must be submitted to receive points):

Percent of Disability: _____ %

Have you ever been promoted in Crosby HRA employment? YES NO

FOR SPOUSES OF DECEASED VETERANS (5 points, 10 if the veteran was disabled):

(Attach DD214 or DD215; photocopy of marriage certificate and spouse's death certificate must be submitted to receive points. You are ineligible to receive points if you have remarried or were divorced from the veteran.)

Date of Death: _____ Have you remarried? YES NO

FOR SPOUSES OF DISABLED VETERANS (10 points):

(DD214 or DD215 and a letter from VA of proof of disability must be submitted to receive points)

Due to the veteran's service-connected disability the veteran is unable to qualify for this position because:

(be specific) _____

AFFIDAVIT: I hereby claim Veterans Preference for this examination and swear/affirm that the information given is true, complete and correct to the best of my knowledge. I hereby authorize the Veterans Administration to release information necessary to process this application to the Crosby HRA.

Signature _____

Date _____

Equal Opportunity Employer

Information Regarding Claiming Veterans Preference

Preference points are awarded to qualified veterans and spouses of deceased or disabled veterans subject to the provision of MN Statute 197.447.

The veteran must:

- a) be a U.S. citizen or resident alien,
- b) have received a discharge under honorable conditions from any branch of the U.S. Armed Forces; AND have either
 - i. served on active duty for at least 181 consecutive days, or
 - ii. have been discharged by reason of service connected disability, or
 - iii. have completed the minimum active duty requirement of federal law, as defined by CFR title 38, section 3.12a, i.e, having fulfilled the full period for which a person was called or ordered to active duty by the United States President, or
 - iv. certified service and verification of "veteran status" granted under U.S. PL 95-202.

The information provided will be used to determine your eligibility for veterans preference points. You are required to supply the following information:

- 1.) Attach a copy of the DD214 or DD215. This copy must state the nature of discharge; i.e., honorable, general, medical, under honorable conditions. **DD214 "Member-1" copy will not be accepted**
- 2.) Disabled veterans must also supply a Military/United States Department of Veterans Affairs Rating Decision that supports/verifies the fact that the injury was incurred while on, or as a result of, active duty service. Disability incurred while on, or as a result of, active duty for training purposes does not qualify for disabled veteran preference per MN Statute 197.455.
- 3.) A spouse of a deceased veteran applying for preference points must supply their marriage certificate, the veterans DD214 or DD215, a death certificate, verification of their marriage at the time of veteran's death, and that the spouse has not remarried.

Thank you for your military service and for your interest in employment with the Crosby HRA. Please contact our office at (218) 546-5088 or your local County Veterans Service Office, if you have any questions regarding veterans preference in public employment.

Incorporated: 4/5/11

CONVICTIONS OR CRIMINAL RECORDS

The Crosby HRA conducts criminal history background checks on all regular full-time, part-time, temporary and seasonal employees.

Candidates for positions working with children will not be selected if they have been convicted of any crime listed in the Child Protection Worker Act (Minnesota Statutes 299C.61 & 62). Generally, this includes child abuse crimes, murder, manslaughter, felony level assault or any assault crime committed against a minor, kidnapping, arson, criminal sexual conduct, and prostitution-related crimes.

Before any applicant is rejected on the basis of criminal conviction, he or she will be notified in writing and will be given any rights afforded by Minnesota Statutes Chapter 364. This includes the right to show evidence of rehabilitation.

EQUAL EMPLOYMENT OPPORTUNITY

It is the policy of the Crosby HRA to provide equal employment opportunity for all, without discrimination on the basis of race, color, creed, religion, national origin, sex, and marital status, status with regard to public assistance, disability, sexual orientation or age. This policy applies to full-time, part-time, temporary and seasonal employment.

IMPORTANT FACTS CONCERNING INFORMATION PROVIDED ON YOUR APPLICATION

The information requested on the application is intended to be used by the Crosby HRA in determining suitability for employment for the position which you are currently seeking or may seek in the future. You are not legally required to provide any of the information on this form at this time. However, failure to provide complete, accurate information may result in the Crosby HRA being unable to offer employment to you. With respect to any special accommodations necessary for completing your application or the interview process, the Crosby HRA may be unable to provide the necessary accommodations if you do not provide the information noted under Personal Information. The information on this application which is classified as private data under the Minnesota Government Data Practices Act will not be released outside the Crosby HRA without your consent except as necessary for tax purposes or as otherwise required by state or federal law.

APPLICANT CERTIFICATION:

I understand that any falsified information or significant omissions on either the application or during my interview may disqualify me from further consideration for employment and may be considered justification for dismissal. I authorize investigation of all statements contained in this application or made during my interview for employment as may be necessary in arriving at an employment decision. I release such employers and individuals from all liability or damages whatsoever that may arise from furnishing this information.

Applicant's Signature

Date

Note for On-line Applicants: By returning your application via e-mail, you do agree that all the information provided is true and accurate. If you are invited to an interview, you will be requested to sign your original application at that time.

I hereby understand and acknowledge that, unless otherwise defined by applicable law, any employment relationship with this organization is of an "at will" nature, which means that the Employee may resign at any time and the Employer may discharge Employee at any time with or without cause. It is further understood that this "at will" employment relationship may not be changed by any written document or by conduct unless such change is specifically acknowledged in writing by the Crosby HRA.

Applicant's Signature

Date

Crosby HRA
Supplemental Questions
Maintenance Engineer

** You MUST complete and return this form to be considered **

Name _____

Each applicant must complete this supplemental questionnaire as a part of the application screening and selection process. The information you provide will be reviewed to determine your eligibility to move forward in the selection process. Incomplete responses, false statements, omissions, or partial information may result in disqualification from the selection process. Feel free to add additional pages if needed to complete your responses.

1) Do you have a two year post high school degree in a related field and a minimum of four years' experience in a position with similar job duties or do you have at least six years in relevant education, training and experience?

YES

NO

2) How many years have you been working in the construction trade or maintenance? What positions did you hold?

3) Do you have experience performing maintenance on larger buildings with one central heating plant and domestic hot water plant? Give examples of what you have repaired or maintained.

4) Describe your experience diagnosing a problem, soliciting three bids and then hiring the contractor?

5) Do you have or are you able to get a MN Boilers License within 9 months of hire?

6) Why are you interested in this position and what could you bring to this job?

I hereby certify that my answers to the questions on this application are complete and true to the best of my knowledge.

Applicant's Signature

Date