

GOVERNMENT OF GUAM DEPARTMENT OF ADMINISTRATION EMPLOYMENT APPLICATION



GENERAL INSTRUCTIONS & INFORMATION

SUBMITTING YOUR APPLICATION

Complete this application by printing in black/blue ink or typing. If additional space is needed, continue on item #12, or a separate sheet(s) may be attached. In you wish to submit a RESUME, your resume must contain all of the required information under item #11, Work Experience Section, for each work described. Resumes not in compliance may be considered incomplete. WE WILL ONLY ACCEPT APPLICATIONS ORIGINALLY FORMATTED BY THE GOVERNMENT OF GUAM. You must submit an application for each currently announced position you are applying for with your original signature. Your application is non-transferable. All applications being submitted must comply with the deadline stated on the JOB ANNOUNCEMENT.

RATING PROCESS

The contents of the employment application and other substantiating documents will be thoroughly reviewed to determine if you meet the minimum qualification requirements of the position. Under the Work Experience Section, item #11, be sure to include all your work experience in order to help us evaluate your qualifications. Volunteer work and employment in the military service on a part-time basis as well as work experience in a detailed capacity will be credited based on their own merits. You maybe rated ineligible if you do not provide sufficient information and/or supporting documents. Submission of new information on education and/or work experience after an eligibility list is established is generally prohibited, exceptions maybe based upon a valid appeal. You must sign and date your application. In addition, you must fill out, sign and date the "Suitability Determination" form. Failure to fill out, sign & date in these two areas will result in your application being rejected.

NOTIFICATION OF RESULTS

Your employment application is part of an examination process. Your employment application will be evaluated and rated. An incomplete employment application will result in an ineligible rating. You may be scheduled for additional examinations depending on the position requirements. The results will be mailed to you. IT IS YOUR RESPONSIBILITY TO INFORM THIS OFFICE OF ANY CHANGES TO YOUR ADDRESS OR TELEPHONE NUMBER.

REQUIRED DOCUMENTS

To validate credentials you may claim, (e.g. High School Diploma, College Transcript, DD-214), an original or certified copy of the document(s) must accompany the application. Failure to provide proof may result in your disqualification. Refer to the specific job announcement for all required documents needed. If selected, you will be required to submit recent Police & Court Clearances.

HANDBOOKS AND STUDY GUIDES

An Applicant Handbook describing the application process and Study Guides for most examinations are available upon request at the Department of Administration, Human Resources Division or the respective department or agency.

U.S. MILITARY PREFERENCE POINTS

As a veteran of the Armed Forces of the United States or a member of the Guam Police Combat Patrol, you are entitled to claim five (5) preference points, if you have completed at least 180 consecutive days of active duty and received other than a dishonorable discharge. To claim the points, you must fill out a "Preference Points" request form and provide your DD-214 Member 4, which indicates your service dates and character of service. To claim an additional five (5) points for disability, you must provide a letter from the U.S. Veteran's Administration or the Department of Veteran's Affairs, which specifically states that you are entitled to Civil Service Preference for a service connected disability. If eligible for any of the preference points, the points will be added to your passing final earned rating. [Reference: Section 6, Public Law 31-177, amends 4 GCA §4104(b)].

PREFERENCE POINTS FOR PERSONS WITH DISABILITIES

As a person with a disability, you are entitled to claim five preference points, if you are certified with a disability. To claim the points, you must fill out a "Preference Points" request form and provide a certification letter from the Department of Public Health and Social Services. (Reference: Section 6, Public Law 31-177, amends 4 GCA §4104(b)].

PREFERENTIAL HIRE STATUS

As a recipient of a educational loan or merit scholarship, you are entitled to first offer of employment in accordance with Public Law 15-127, (notwithstanding any other laws which may supersede). To claim preferential hire, you must submit your eligibility letter from the University of Guam Financial Aid Office, along with your job application. Preference hiring is only awarded for initial employment. In addition, declination offer will result in the removal of preferential hire status.

WORK ELIGIBILITY UPON SELECTION

U.S. citizens may apply for all government of Guam jobs. Non U.S. citizens, such as U.S. Permanent Residents, citizens of the Federated States of Micronesia, the Republic of the Marshall Islands, and the Republic of Palau may apply for employment in MOST GovGuam jobs. Please consult the job announcement for any specific requirement. Public Law 99-603 (8 USC Section 1324A) requires the government of Guam to verify your identity and work eligibility. For Additional information, please visit the U.S. Citizenship and Immigration Services website, www.uscis.gov and review the Employment Eligibility Verification, Form I-9.

FAMILY MEMBERS IN THE GOVERNMENT

To avoid violation of the Nepotism Rule, or related statutes, whereby spouses and persons within the first degree of "blood relationship" may not be employed in the same department or agency in a supervisor-subordinate relationship and where two or more family members under the same household are prohibited; exception to this rule may be made for the good of the government service.) Upon selection and processing with the Department of Administration, Human Resources Division, please disclose family members employed within your agency/department.

If you have any questions, please contact the Department of Administration, Human Resources Division, P.O. Box 884, Hagatna, Guam 96932. Telephone number(s): (671) 475-1141/1128, Fax Number: (671) 477-3671. E-Mail: doajobs@doa.guam.gov Web Site: www.hr.doa.guam.gov.



GOVERNMENT OF GUAM DEPARTMENT OF ADMINISTRATION

VOLUNTARY DATA RECORD SURVEY (EQUAL EMPLOYMENT OPPORTUNITY DATA)

The purpose of this form is to monitor the Affirmative Action and Equal Employment Opportunity representation within our diverse community. We are seeking your assistance to help us in this effort by accurately completing this form. **Your cooperation is completely voluntary.** The information is for data purposes only and will be maintained in a confidential file within the Equal Employment Opportunity (EEO) Department, separate from your application. It will not be used to make a decision regarding your application for employment. This form will be detached prior to the examination process.

1.	POSITION TITLE APPLIED FOR:						
2	JOB ANNOUNCEMENT NO.:		DATE:				
3.	CITIZENSHIP: [] U.S. [] Permanent Resident [] Federated States of Microne	[] Republic of Marshall Islands [] Republic of Palau [] Other:					
4. HOW DID YOU LEARN OF THE JOB FOR WHICH YOU ARE APPLYING? [] Job Information Bulletin Board, Government Agency. Specify: [] Department of Administration, Human Resources Division Job Information Counter [] One Stop Career Center, Department of Labor [] Job Announcement. Specify where seen: [] News paper Announcement. Specify: [] Relative, Friend, or Government Employee [] Other. Specify: [] Other. Specify:							
5.	SEX: [] Male [] Female	6. MARITAL STATU	JS: [] Married	7. AGE:	[] 17 years and below [] 18 years to 39 years [] 40 years and above		
[]	 8. Part 1. Ethnicity: Is the person Hispanic/Latino? (Choose only one) [] HISPANIC/LATINO = A person of Cuban, Mexican, Puerto Rican, South or Central American, or other Spanish culture or origin regardless of race [] Not HISPANIC/LATINO Part 2. Race: What is the person's race (choose one or more) 						
	[] AMERICAN INDIAN or ALASKA NATIVE - A person having origins in any of the original peoples of North and South America, including Central America, and who maintain tribal affiliation or community attachment.						
[]	ASIAN - A person having origins in a including, for example, Cambodia, C						
[]	BLACK or AFRICAN AMERICAN -	A person having origins in	any of the black racial g	groups of Af	rica.		
() ()	NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER - A person having origins in any of the peoples of Hawaii, Guam, Samoa, or other Pacific Islands. WHITE - A person having origins in any of the original peoples of Europe, the Middle East, or North Africa.						
[]	TWO OR MORE RACES - All perso	ns who identify with more	than one of the above fiv	e races.			

The government of Guam is an Equal Employment Opportunity Employer. We do not discriminate on the basis of race, religion, color, sex (sexual harassment and orientation), national origin, age, physical or mental disability, marital status, political affiliation, or retaliation, except for positions requiring bona fide occupational qualifications.

ORM A2

WE ARE AN EQUAL OPPORTUNITY EMPLOYER EMPLOYMENT APPLICATION GOVERNMENT OF GUAM DEPARTMENT OF ADMINISTRATION

OFFICIAL USE ONLY - REQUIRED DOCUMENTS Accepted By (Print Name & Initial):				
Date: F	Received by: _			
Driver's License	Y	N	N/A	
Type: State:	Exp. Date	e:		
H.S. Diploma/GED	<u> </u>	N	N/A	
College Transcript	Y	N	N/A	
Police Clearance	Y	N	N/A	
Court Clearance	Y	N	N/A	

** OFFICIAL USE ONLY **

<u>APPLICATION INSTRUCTIONS</u>: Give full and complete information. For questions which do not apply to you, please write "N/A" (Not Applicable). Your Social Security Number is necessary to maintain proper identification of your records. Refer to the page entitled "GENERAL INSTRUCTIONS & INFORMATION" for further information.

Other:

APPLICATION#:

1.	POSITION APPLIE	D FOR:			IOB ANNOUNC NO.:	CEMENT		WEST SALAF CEPTABLE:	RY
4.	NAME: Last		First	M	liddle	5. SOC	CIAL SEC	URITY NO.:	
6.	MAILING ADDRES	S: P.O. Box or Stree	t Number			City	State	Zi	p Code
7.	HOME ADDRESS: S	Street Number			1	City	State	Zi	p Code
8.	PHONE NO.: Home		Cell:		E-mail:				
9.		se check and indicate all of your formal educational accomplishments: High School Graduate - School: Location: Completed G.E.D School: Location: Certificate No.: Year Graduated: Year Graduated: Indicate Last Grade Completed in High School (circle one): 9th 10th 11th School:							
Name and Location of Dates of Attendance Credit Hrs			s. Completed	Course of Study		Type of	Year		
	College/University	From	To	Sem.	Qtr.		2 3 3 3 3	Degree	Earned
M	lajor Undergraduate Courses	Sem. Hrs.	Qtr. Hrs.	Majo	r Graduate Coll	lege Course:	s	Sem. Hrs.	Qtr. Hrs.
10.	LIST MANUALS, EQUI	PMENT, LICENSES	S, SPECIAL TRAINING	, AND/OR	CERTIFICATES P	PERTINENT T	O THE POS	SITION APPLIEI) FOR:

11. WORK EXPERIENCE

This portion must be accurate and complete. Please be as detailed as possible to obtain full credit for your work experience. Applications lacking sufficient information may be rejected. Under A, please indicate whether it is your PRESENT OR LAST EMPLOYER IF NOT CURRENTLY EMPLOYED. List your entire work history, including part-time, volunteer and detail appointments. List jobs in order by starting with your present job, or last job if you are unemployed. List each promotion as a separate job. Duties should include most difficult or most important responsibilities, and/or most significant accomplishments in the position held, to include percentage of time spent. If additional space is needed, continue on item #12, or a separate sheet(s) and attach to application.

A. NAME OF EMPLOYER/MAILING ADDRESS (Check one:) □ Present or	resent or		From:	ır		
☐ Last Employer				Mo Day Year HRS. WORKED PER WEEK:		
Position Title:		Salary:	Reas	on for Leaving:		
Type of Business (i.e. construction)	This Position	n Is: ☐ Supervisory	□ Non-S	Supervisory / □ Permanent □ Temp	orary	
Specific Duties Performed and Percentage of T	ime Spent:				%	
B. NAME OF FORMER EMPLOYER/ MAILING ADDRESS	Telephone	e No.: e Supervisor:		From:		
	Immediau	e Supervisor.		HRS. WORKED PER WEEK:		
Position Title:	-1	Salary:	Reas	on for Leaving:		
Type of Business:	This Position	n Is: □ Supervisory	□ Non-	-Supervisory / □ Permanent □ Temp	orary	
Specific Duties Performed and Percentage of T	ime Spent:				%	
C. NAME OF FORMER EMPLOYER/ MAILING ADDRESS	Telephone	e No.:		From:		
	Immediate Supervisor:			Mo Day Year HRS. WORKED PER WEEK:		
Position Title:		Salary:	Reas	on for Leaving:		
Type of Business:	This Position	n Is: ☐ Supervisory	□ Non-	n-Supervisory / Permanent Temp	orary	
Specific Duties Performed and Percentage of T	ime Spent:				%	

11. WORK EXPERIENCE (con't)				
D. NAME OF FORMER EMPLOYER/ MAILING ADDRESS:	Telephone No.:	From:		
	Immediate Supervisor:	Mo Day Year HRS. WORKED PER WEEK:		
Position Title:	Salary:	Reason for Leaving:		
Type of Business:	This Position Is: ☐ Supervisory ☐ No.	on-Supervisory / □ Permanent □ Temporary		
Specific Duties Performed and Percentage of	Time Spent:	%		
E. NAME OF FORMER EMPLOYER/ MAILING ADDRESS	Telephone No.:	From: Mo Day Year		
	Immediate Supervisor:	To:		
Position Title:	Salary:	Reason for Leaving:		
Type of Business: Specific Duties Performed and Percentage of		on-Supervisory / Permanent Temporary %		
F. NAME OF FORMER EMPLOYER/ MAILING ADDRESS:	Telephone No.:	From:		
	Immediate Supervisor:	Mo Day Year HRS. WORKED PER WEEK:		
Position Title:	Salary:	Reason for Leaving:		
Type of Business:	This Position Is: ☐ Supervisory ☐ No.	on-Supervisory / Permanent Temporary		
Specific Duties Performed and Percentage of	Time Spent:	%		

12.	USE THIS BLOCK TO COM of item.)	NTINUE YOUR RESPONSES TO ANY NUMBERED	SECTIONS OR ITEMS: (Please specify N	No.
13.	INDICATE WHAT TY	PE OF EMPLOYMENT YOU ARE WILLIN	G TO ACCEPT IF OFFERED?	
		g: you will be considered for only those types of the; if you wish to change your choices after ap 5-1128/1141.		, you et the
		g to permanent employment)		
	□ Limited Term (emple	oyment up to 1 year)		
	□ Temporary (employs	ment up to 120 working days)		
	□ Part-time (less than 4	0 hours per week)		
	□ On-call, Seasonal, In	termittent, or Provisional (as required by agen	icy)	
1./	PREFERENTIAL HIRE STA	ATTIC		
17.	This applies only to first time	ne applicants of government of Guam Merit Scholar lire Status, please check "Yes" and attach letter of e apployment with the government of Guam. Approval	ship or Educational Loan Recipients. If ligibility, if not, check "N/A." This stat	you tus is
		nployment with the government of Guam. Approval vious applications in which you claimed preferential hire st		
		necessary). If yes, please specify:		
	1. Department/Agency:	Position Title:	Year:	S
	2. Department/Agency:	Position Title:	Year: □ NO	
	3. Department/Agency:	Position Title:	Year: □ N/A	A
15. l	PERSONAL CONTACT (Opti	onal: In the event that we are unable to contact you, plea:	se give three names for reference.)	
	NAME	ADDRESS	TELEPHONE NO.	

IMPORTANT INFORMATION PLEASE READ BEFORE SIGNING THIS APPLICATION

Job Application: The job application you submit is considered current for one year from the date the eligibility list is established. IT IS YOUR RESPONSIBILITY TO INFORM THIS OFFICE OF ANY CHANGES TO YOUR ADDRESS OR TELEPHONE NUMBER.

Evaluation Methods: To determine your qualifications for the position which you are applying, job related tests designed to reveal your capacity to successfully perform the duties of the position are utilized. Most positions require an evaluation of your application to determine your qualification based on a rating of your education and experience. Additional examinations such as a written and an abilities test may be required depending on the particular job requirements of the position. The top eligibles will be referred for employment consideration for each vacancy subject to any relevant laws and the Personnel Rules and Regulations of the respective department or agency. If a selection interview is required, you will be notified. Failure to submit to employment examination requirements will result in an ineligible rating.

Drug Screening: Upon selection for employment into the government of Guam, you must take and pass urinalysis testing for illegal use of drugs. In addition, government employees are subject to their respective Drug-Free Work Place Program requirements. Failure to submit to drug testing will result in immediate disqualification or disciplinary action.

Pre-Employment Medical Examination: All applicants accepting employment with the government must take and pass a pre-entry physical examination as a condition of employment or continued employment. Applicants accepting employment with educational institutions and/or agencies requiring health clearance must take and pass a pre-entry examination as a condition of employment. All applicants/employees are responsible for all expenses incurred for this examination. Failure to satisfactorily meet or complete the specific requirements of the examination may result in your disqualification or termination from employment.

Background Investigation: When you sign this job application, you authorize the government to seek and obtain information regarding your suitability for employment, to include but not limited to local and federal court job related convictions. All factors which are job related may be investigated (e.g., previous employment, educational credentials, and criminal record). All information obtained may be used to determine your eligibility for employment in accordance with equal employment opportunity guidelines. In addition, when you sign this application, you release previous employers and job related sources from legal liability for the information they provide relative to your suitability for employment.

Probationary Period: If you are selected for permanent appointment to a classified position, you must initially undergo a probationary period subject to the Personnel Rules and Regulations of your respective department or agency. **All temporary, Limited Term, part-time and on-call employees do not serve a probationary period and are subject to termination at will.**

FAMILY MEMBERS IN THE GOVERNMENT

To avoid violation of the Nepotism Rule, or related statutes, whereby spouses and persons within the first degree of "blood relationship" may not be employed in the same department or agency in a supervisor-subordinate relationship and where two or more family members under the same household are prohibited; exception to this rule may be made for the good of the government service.) Upon selection and processing with the Department of Administration, Human Resources Division, please disclose family members employed within your agency/department.

16. APPLICANT STATEMENT (ATTENTION: Read the following certification and agreement before signing this application.)

I, ________, hereby certify that all statements made on this application are true, complete (PRINT NAME) and correct to the best of my knowledge. I understand that any false or dishonest answer to any question on this application may be grounds for

rating me ineligible for employment and remove my name from the list of eligibles or rescind employment offer or for dismissing me after an appointment. I hereby authorize the use of my social security number for the purpose of record keeping and authorize any investigation of all statements made, my personal history, including checks of fingerprints, police records, to include but not limited to local and federal court job related convictions and former employers and all other information as deemed necessary to make a proper employment decision. I hereby release previous employers/related sources from legal liability for information they provide regarding my suitability for employment with the government of Guam.

SIGNATURE OF APPLICANT (sign in blue/black ink)	DATE



Government of Guam

Department of Administration



ORM A2

SUITABILITY DETERMINATION

Name:	Social Security Number:	Position Applied For:				
The following information will be used to determine your suitability for employment. Convictions, dismissals from employment, or dishonorable separations from military service do not mean automatic disqualification. In determining employment suitability, we will evaluate the circumstances of each individual case, keeping in mind the requirements of the position applied for. If more space is needed, attach an additional sheet and reference the appropriate question.						
1. DISMISSAL FROM EMPLOYMENT/DISHONORABLE SEPARATIONS FROM MILITARY SERVICE Within the past seven years, were you:						
Discharged (fired) from employme	□ YES	□ NO				
• Asked to resign (quit) after being reason?	□ YES	□ NO				
Separated from military service und	der conditions other than hono	rable?	□ YES	□NO		
If "yes" to any of the questions above, p	please give:					
Employer's Name/address:						
Date of Action: R	eason in Each Case:					
2. CONVICTION FOR VIOLATION OF L • Have you been convicted of one or In answering this question, also con 1) All offenses for which you	□ YES	□ NO				
2) All convictions were annu	e note below)	□ YES	□ NO			
any peace officer position (4 GCA 4203.1). In add	If you were previously convicted of a felony and had your conviction expunged, you are not eligible to be employed in any peace officer position (4 GCA 4203.1). In addition, if you were administratively pardoned of any crime, you are not eligible to be employed as a police officer (10 GCA 77114. Please do not apply for these positions.					
Have you ever been convicted of any or the federal government by force		overthrow the State/Government of Guam	□ YES	□NO		
If "yes" to any of the above, you must submit a local Police Clearance and Court Clearance, no older than one month from the application date. In addition, I hereby authorize the Department of Administration to also obtain information on convictions within the U.S. Federal Court System. Applicants selected for initial employment shall provide an updated Suitability Form (no later than 30 days of being selected) prior to a Pre-Employment Drug Test (if required) or if I'm convicted of any crimes AFTER submission of my application. Also you must attach an additional sheet of paper to this form explaining the incident including dates, circumstances, and the penalty imposed.						
(ATTENTION: Read th	APPLICANT STATE ne following certification and	MENT agreement before signing this form.)				
I,						
SICNATUDE OF ADD	OLICANT	DATE		-		

Revised: 1/14

(sign in blue/black ink)

DATI



Government of Guam Department of Administration Preference Points Request Form



FO	RM A3		•	deres in an
Polic IF A	form is used to award preference Combat Patrol and Persons PPLYING FOR MORE THA	with a disability. This for AN ONE POSITION, YOU	m is separate and apart fr MUST COMPLETE TH	om the job application IS FORM FOR EACH
NAME	:	SOCIAL SECURITY NUMBER:	POSITION TITLE:	JOB ANNOUNCEMENT NO:
1. I	PREFERENCE POINTS FOR VETI	ERANS OR POLICE COMBAT	PATROL	
1	Please indicate: 5 pref	erence points	10 preference points (Disa	abled Veteran)
]	Branch:	Type of Discharge:	Dates of Serv	rice:
]	PREFERENCE POINTS FOR Please indicate: 5 preference of Certification:	ence points (Attach certifica		blic Health)
DOC CER YOU THA INF(ROVAL OF POINTS IS SUR UMENTS SUCH AS DD214 M TIFICATION FROM PUBLIC SERVED A MINIMUM OF N A DISHONORABLE DISC ORMATION. PLEASE NOT SING SCORE, IT CANNOT E	TEMBER 4, V.A. SERVIC C HEALTH. FOR VETER 180 CONSECUTIVE DAY CHARGE. PLEASE SEE E, THESE PREFERENCI	E CONNECTED DISABIL ANS, YOUR DOCUMEN' S OF ACTIVE DUTY AN GENERAL INSTRUCTION OF POINTS ARE ADDED	ITY DOCUMENT, OF IT MUST SHOW THAT D RECEIVED OTHER ON PAGE FOR MORI TO AN APPLICANT'S
	(ATTENTION: Re	APPLICANT STATed and the following certification and		orm.)
neligib uthori ocal a orpora onside	(PRINT NAME) to the best of my knowledge. I undersole and remove my name from the list the Department of Administration and federal court job related conviction, institution or government agent eration of the Department of Administration of the Department of Administration of information from liability as a	to of eligibles or rescind employed to conduct an investigation of my tions or employment history and cy to give the Department of A ration's review of my application in	swer to any question on this formment offer or for dismissing me a personal, educational, financial, I authorize any former employed ministration any information the for employment, I release the Dep	may be grounds for rating m fter an appointment. I hereb to include but not limited to r and any other person, firm ney may have about me. In

DATE

SIGNATURE OF APPLICANT

(sign in blue/black ink)