

BENTON COUNTY, IOWA

APPLICATION FOR EMPLOYMENT

Benton County provides equal employment opportunities to all applicants for employment and to all employees and does not discriminate on the basis of age, race, creed, color, sex (including pregnancy), sexual orientation, gender identity, national origin, religion, physical or mental disability, or any other legally protected status or characteristic.

Please be advised that because Benton County is a public entity, it is subject to the requirements of Chapter 22, Code of Iowa, regarding the examination of public records, and this Application or the information contained within may be subject to examination under that statute.

(PLEASE PRINT)

Position(s) Applied For	Date of Application
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How Did you Learn About Us?			
<input type="checkbox"/> Advertisement	<input type="checkbox"/> Relative	<input type="checkbox"/> Inquiry	
<input type="checkbox"/> Employment Agency	<input type="checkbox"/> Friend	<input type="checkbox"/> Website	<input type="checkbox"/> Other _____

Last Name	First Name	Middle Name
Address: <i>Number</i> <i>Street</i> <i>City</i> <i>State</i> <i>Zip Code</i>		
Telephone Number(s)	Email Address(es)	

Best time to contact you is: _____ <input type="checkbox"/> AM <input type="checkbox"/> PM	
Preferred method of contact: _____ (i.e. specific phone number or email)	
<input type="checkbox"/> Yes <input type="checkbox"/> No	If you are under 18 years of age, can you provide required proof of your eligibility to work?
<input type="checkbox"/> Yes <input type="checkbox"/> No	Have you ever filed an application with Benton County before? If yes, give date and position applied for: _____
<input type="checkbox"/> Yes <input type="checkbox"/> No	Have you ever been employed by Benton County before? If yes, give date and position held: _____
<input type="checkbox"/> Yes <input type="checkbox"/> No	Do any of your relatives or friends work for Benton County? If yes, provide name and position or department for each such person: _____
<input type="checkbox"/> Yes <input type="checkbox"/> No	Are you currently employed?
<input type="checkbox"/> Yes <input type="checkbox"/> No	May we contact your present employer?
<input type="checkbox"/> Yes <input type="checkbox"/> No	Are you authorized to work in the U.S.?
<input type="checkbox"/> Yes <input type="checkbox"/> No	Will you now or in the future require sponsorship for employment status (i.e., H-1B visa status, etc.)
<input type="checkbox"/> Yes <input type="checkbox"/> No	Have you ever been discharged or asked to resign from employment?
IF YOU HAVE ANSWERED "YES" TO ANY OF THE FOREGOING QUESTIONS, PLEASE PROVIDE ALL PARTICULARS ON AN ATTACHED SHEET. A "YES" ANSWER DOES NOT AUTOMATICALLY DISQUALIFY YOU FROM CONSIDERATION OF YOUR APPLICATION OR FROM EMPLOYMENT.	

Date available for work: _____ What is your desired salary range? _____

Are you available to work: Full-Time (Please indicate 1st 2nd 3rd shift)

Part-Time (Please indicate Mornings Afternoon Evenings)

Temporary (Please indicate dates available: _____ to _____)

Yes No Are you currently on "lay-off" status and subject to recall?

Yes No Can you travel if a job requires it?

Veterans Preference

Chapter 35C of the Code of Iowa provides certain rights, including preference in hiring if equally qualified to other applicants, to certain veterans of United States Military Service. Qualification for these rights is defined in this statute.

Are you a Veteran of United State Military Service? Yes _____ No _____

Branch of Service and dates of Active Duty: _____

Are you a member of the Reserves or National Guard? Yes _____ No _____

Any person who may wish to claim a Veterans Preference must submit a copy of a certified form DD214 by the deadline set for the receipt of applications for the position for which the person is applying.

QUALIFICATIONS

Please read the attached position description for the position of _____

Are you able to perform the essential functions of this position, with or without a reasonable accommodation?

Yes No

EMPLOYMENT EXPERIENCE

Start with your present or last job. Include any job-related military service assignments and volunteer activities.

1. Employer		Dates Employed		Work Performed
		From	To	
Address				
Telephone Number(s)				
Job Title	Supervisor	Hourly Rate/Salary		
		Starting	Final	
Reason for Leaving				
2. Employer		Dates Employed		Work Performed
		From	To	
Address				
Telephone Number(s)				
Job Title	Supervisor	Hourly Rate/Salary		
		Starting	Final	
Reason for Leaving				
3. Employer		Dates Employed		Work Performed
		From	To	
Address				
Telephone Number(s)				
Job Title	Supervisor	Hourly Rate/Salary		
		Starting	Final	
Reason for Leaving				
4. Employer		Dates Employed		Work Performed
		From	To	
Address				
Telephone Number(s)				
Job Title	Supervisor	Hourly Rate/Salary		
		Starting	Final	
Reason for Leaving				

If you need additional space, please continue on a separate sheet of paper.

List professional, trade, business or civic activities and offices held.

EDUCATION

High school graduate or equivalent (GED)? YES NO

Number of years of education completed after High School or Equivalent _____

Name and Location of Schools Attended or Vocational Training Obtained Beyond High School	Degree/Certification

ADDITIONAL INFORMATION

OTHER QUALIFICATIONS

Summarize special job-related skills and qualifications acquired from employment or other experience.

SPECIALIZED SKILLS (Please list any specialized skills, experience in operation of equipment or other similar information that you would like us to be aware of.)

State any additional information you feel may be helpful to us in considering your application.

REFERENCES

1. Name _____	Phone _____
Address _____	
2. Name _____	Phone _____
Address _____	
3. Name _____	Phone _____
Address _____	

APPLICANT’S STATEMENT

I certify that answers given herein are true and complete to the best of my knowledge.

I authorize investigations of all statements contained in this Application for Employment as may be necessary in arriving at an employment decision. In connection with my application for employment with the County, I expressly authorize the release to the County of any records or information which may refer or relate to my application for employment, including, but not limited to, records of schools, law enforcement or criminal justice agencies, social media accounts and previous employers. I hereby release and discharge the County and any other person, firm, agency or corporation from any and all claims and liability which I may have or ever claim to have relating to information provided to the county as part of my application for employment.

I authorize Benton County to conduct a check of the status of my driver’s license and my driving record and agree to sign a separate authorization for this specific purpose.

This Application for Employment shall be considered active for a period of time not to exceed 45 days. Any applicant wishing to be considered for employment beyond this time period should inquire as to whether or not applications are being accepted at that time.

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

I understand that any offer of employment that is extended to me is considered to be a conditional offer and is subject to successful completion of all required background checks. Identifying information such as my social security number and driver’s license number will be requested at the post-offer, pre-employment stage, unless identifying information must be requested earlier in the hiring process for positions such as law enforcement positions.

In the event of employment, I understand that false or misleading information given in my application or interview(s) may result in discharge. I understand also, that I will be required to abide by all rules and regulations of the Employer.

I agree to give Benton County permission to complete appropriate background checks and agree to sign separate permission/authorization forms so that this can be accomplished. YES NO

Signature of Applicant

Date

FOR COUNTY USE ONLY

Arrange Interview? YES NO

Remarks _____

Interviewer Date

Employed? YES NO Date of Employment _____

Job Title _____ Hourly Rate/
Salary _____ Department _____

By _____
Name and Title Date