



AN EQUAL OPPORTUNITY EMPLOYER
(WOMEN, MINORITIES, AND DISABLED ARE ENCOURAGED TO APPLY)

ANNOUNCES AN OPEN RECRUITMENT FOR:

PROGRAM SERVICES ASSISTANT I/II/III (PART-TIME)

Application Deadline: OPEN UNTIL FILLED

Interview Dates: Applications received by July 12, 2019 – Interviews will be conducted on July 30th;
Applications received by August 14, 2019 – Interviews will be conducted on August 30th;
Applications received by September 11, 2019 – Interviews will be conducted on September 27th

DEPARTMENT: Health and Human Services, Eastern Sierra Area Agency on Aging
LOCATIONS: Countywide (current vacancies in Bishop and Lone Pine, CA)
SALARY:
PSA I - \$12.52 - \$14.48/hour
PSA II - \$12.75 - \$15.52/hour
PSA III - \$15.35 - \$18.63/hour

DEFINITION: Provides designated homemaking services and assistance to an assigned client base within clients' environment and home; provides escort/transportation resources in the pick-up and delivery of requested items for clients; assists in other support activities as assigned; and functions as a positive and cooperative team member.

****Information on current vacancies (please identify on application which position(s) applied for):**

Lone Pine: One part-time PSA I/II/III works 20 to 29 hours per week (some prorated County benefits) providing full range of senior center duties.

Bishop: One part-time PSA I/II/III works 20 to 29 hours per week (some prorated County benefits) providing full range of senior center duties.

One part-time PSA I/II, works up to 19 hours per week (no County benefits) providing primarily meal delivery and transportation services.

One part-time PSA I/II, works up to 19 hours per week (no County benefits) providing primarily friendly visitation services to seniors who are isolated and identified as in need of social supports.

ESSENTIAL JOB DUTIES: Provides home care to clients by assisting with household duties such as reheating meals, mopping, vacuuming, cleaning bathrooms, washing/drying clothes, and meal preparation, serving, and clean-up. Picks up groceries and supplies to be used for meal preparation, picks up prescriptions, picks up and delivers mail, and runs other errands for senior clients. Operates a vehicle in a safe manner over a variety of routes in accordance with established laws and policies. Schedules medical and other related resource appointments for clients upon request and according to clients' needs and instructions. Transports ambulatory and non-ambulatory passengers to appointments or other necessary trips, and assists clients in and out of vehicles and to destination. Assists in the preparation of foods for seniors, including main dishes, baked goods, sauces, soups, meats, and vegetables in conformance with state and federal regulations, local health ordinances and County policies and with the purpose of providing food that appeals to sight and taste. Delivers pre-packaged food to clients' homes and/or to senior facilities for future distribution. Assists clients with routine personal bookkeeping and banking practices, including recording items, balancing checkbooks, completing bill paying responsibilities, bank deposits and withdrawals and other related correspondence, according to established policies and practices and upon request. Observes clients in a variety of activities and situations and provides feedback to case management regarding client awareness and general health. Reports any changes to clients' demeanor or alertness as

assigned and upon request. Provides respite to clients' spouse or live-in care giver by attending to and overseeing clients in their homes and/or running errands to relieve live-in care giver of care giving responsibilities. Reviews pharmaceutical instructions, monitors, and assists clients as they prepare their medications for daily/weekly use according to prescription. Answers clients' questions and concerns and/or refers to appropriate resource as necessary. Completes proper documentation, including various reports and tracking sheets, as directed and per established procedures. May monitor and coordinate the work of volunteers and/or other staff as assigned. Performs other duties as assigned.

EMPLOYMENT STANDARDS

TRAINING AND EXPERIENCE:

Program Services Assistant I:

Requires a high school graduate or equivalent.

Program Services Assistant II:

Path I – One year experience as a PSA I with Inyo County;

OR

Path II – High school graduate or equivalent AND one year experience providing kitchen support or cook services in a commercial kitchen; homemaker services; personal care services; or transportation services for the geriatric or other special population;

OR

Path III – High school graduate or equivalent AND two years of experience working in a public or private human services agency.

Program Services Assistant III:

Path I: One year experience as a PSA II with Inyo County AND must possess and maintain certification as a Certified Nurse's Aide (CNA) or Home Health Aide (HHA) and must provide proof of certification at the time of application;

OR

Path II: High school graduate or equivalent AND one year experience providing kitchen support or cook services in a commercial kitchen; homemaker services; personal care services; or transportation services for the geriatric or other special population AND must possess and maintain certification as a Certified Nurse's Aide (CNA) or Home Health Aide (HHA) and must provide proof of certification at the time of application;

OR

Path III: High school graduate or equivalent AND two years of experience working in a public or private human services agency AND must possess and maintain certification as a Certified Nurse's Aide (CNA) or Home Health Aide (HHA) and must provide proof of certification at the time of application.

KNOWLEDGE OF:

Basic daily living needs, including hygiene, exercise, entertainment, food, clothing and shelter of assigned population. Routine and basic sanitary and safety practices related to food preparation and home health care and support. Standard and accepted English spelling, punctuation and grammar. Standard and accepted principles and practices of workplace safety. Standards and accepted safe driving practices.

ABILITY TO:

Learn and work effectively with special needs and/or geriatric clients or other designated special populations, including individuals with physical and/or mental disabilities. Understand and carry out a variety of both oral and written instructions in an independent manner. On a continuous basis, know and understand all aspects of the job and observe safety rules. Intermittently review papers and log entries. Accurately identify situations involving client's needs and circumstances. Accurately identify safety hazards for assigned clients and address as appropriate. Locate equipment and supplies. Interpret work orders. Remember client's names and verbal instructions. Understand and explain assigned program's policies and procedures to clients, staff, family members and the general public. Relate positively to clients and establish trust and rapport. Work cooperatively as part of a team providing services and treatment to special needs clients. Work with various cultural and ethnic groups in a tactful and effective manner. Respond to emergency situations in an effective, timely, and calm manner. Obtain relevant information through interviews and observations. Work effectively with constant or sporadic interruptions. Perform routine clerical tasks including mathematical calculations, such as addition, subtraction, multiplication, and division. Operate routine food preparation, housekeeping and personal care equipment in a safe and effective manner. Communicate effectively and tactfully in both oral and written forms. Provide assigned duties that include continuous physical labor in a safe and effective manner for self and others. Establish and maintain effective working relationships with those contacted in the performance of required duties. Consistent attendance is an essential function of the position.

Special requirements: Must successfully complete a pre-employment background investigation. Must possess or obtain by appointment date a valid operator's license issued by the California Department of Motor Vehicles; must have ability to lift and carry up to 25 pounds.

Core Competencies:

The core competencies listed below and the ability to immediately demonstrate these competencies consistent with the position's level in the department and the specific work assignment:

Intensity: Goes after the goal with passion; is results oriented, and gets the job done. *Key Concepts:* Risk-taker; results-oriented; and initiative driver.

Ethical Behavior: Does what is right regardless of temptations and pressures to do otherwise; upholds the public's trust; and conducts self-according to a set of principles. *Key Concepts:* Respect; trust; responsible; fair; and caring.

Influence: Affects successful outcomes for the organization through the use of masterful leadership, collaboration, and a keen understanding of the organization, its goals, and the interests of all parties. *Key Concepts:* Engaged; collaborative; strategic orientation; situational awareness; organizationally savvy; inspirational; energizing-empowering; team orientation; and change agent.

Commitment: Successfully builds relationships with and promotes involvement of diverse groups; considers the needs of diverse clients when developing policies and procedures related to service; works closely with diverse groups to identify and deliver services that meet their needs and the strategic objectives of the program; establishes customer service as the single purpose to which all resources are dedicated; focuses on delivering the best services possible to the public; focuses on customer needs; and is committed to public service. *Key Concepts:* Public servant; and customer service.

Interpersonal Skills: Possesses and uses versatile communication styles and approaches; understands the underlying psychology of why people act as they do and changes approach to affect positive outcomes; builds rapport throughout the organization; and develops human potential. *Key Concepts:* Staff development; communication; listening; delegation; recognition; and buy-in.

Resiliency: Is adaptable; takes direct action; leads by example; exhibits tenacity. This leader is ready, flexible, self-reliant, and has a reputation for finding opportunities in difficult situations. *Key Concepts:* Action-orientation; adaptability; flexibility; agility; tenacity; survivability; courage; confidence; and intuition.

Craftsmanship: Rejects the "good enough for government work" attitude; takes ownership of work done and results accomplished; takes pride in delivering quality services to customers; seeks out opportunities to develop new and creative solutions and programs; imagines possibilities; defines a vision, and works to bring vision into reality. *Key Concepts:* Innovative; imaginative; inventive; pride-in-work; accountability; self-development; and self-starter.

SELECTION: Selection procedures will be determined by the number and qualifications of applicants and may include a qualification screening, written examination, and oral examination.

APPLICATION: **This recruitment will remain open until position has been filled.** Applications must be received at the Inyo County Personnel Office, P.O. Box 249, Independence, CA 93526. Must apply on Inyo County application form. A cover letter and/or resume will be accepted in addition to the application form but will not serve as a substitute for a completed application. **It is not acceptable to complete the application with statements like "See/Refer to Resume" or "See Attached".** Incomplete applications will not be processed. Applications may be faxed to meet application deadline.

THIS RECRUITMENT MAY ESTABLISH AN ELIGIBILITY LIST THAT MAY BE USED FOR ONE YEAR IN FILLING COUNTYWIDE VACANCIES THAT MAY OCCUR IN THIS JOB CLASSIFICATION AND SALARY RANGE.

REASONABLE ACCOMMODATION FOR INDIVIDUALS WITH QUALIFYING DISABILITIES: Inyo County will make reasonable efforts in the examination process on a case-by-case basis to accommodate persons with disabilities. If you have special needs, please contact (760) 878-0377 prior to the examination process.

CITIZENSHIP/IMMIGRATION STATUS: Inyo County employs only U.S. citizens and lawfully authorized non-citizens in accordance with the Immigration Reform and Control Act of 1986.

The County of Inyo has work sites located throughout the Owens Valley (Independence, Bishop, Lone Pine, Big Pine, and Olancha) and the Death Valley area (Death Valley, Tecopa, and Shoshone). **All Inyo County positions are considered Countywide.** Positions are assigned to a work site based upon the needs of the County. Positions may be temporarily or permanently reassigned to another work site as deemed necessary by the Department Head and/or County Administration.