

# Laborer

DEPARTMENT OF DEFENSE

Defense Logistics Agency

## Open & closing dates

[? Help](#)

🕒 2018-08-27 to 2018-08-28

## Service

Competitive

## Pay scale & grade

WG 3

## Salary

\$18.18 to \$21.21 / per hour

## Appointment type

Permanent

## Work schedule

Full-Time

# Locations

[? Help](#)

📍 Tracy, California

40 vacancies

## Relocation expenses reimbursed

No

## Telework eligible

No

[? Help](#)

## This job is open to



[The public](#)

U.S. citizens, nationals or those who owe allegiance to the U.S.

## Clarification from the agency

This announcement is open to the Public.

## Apply



### Duties

**Announcement number**  
DLADist-18-10293494-DE



### Summary

**Control number**  
509161800

See below for important information regarding this job.

See the Physical Effort and Working Conditions in the Required Documents Section.

[Learn more about this agency](#)

## Responsibilities

- Lifts, carries, maneuvers, and positions Government owned supplies and equipment.
- Performs work inside and outside a warehouse.
- Operates power equipment with basic start/stop controls.
- Stacks and unstacks material on pallets and conveyors.
- Loads and unloads heavy boxes, cartons, pallets, and other material to/from trucks, sea vans, roller lines, and conveyors.
- Moves, pushes, rolls, and positions heavy, bulky, and hard to handle items.

## Travel Required

Occasional travel

You may be expected to travel for this position.

**Supervisory status**

No

**Promotion Potential**

3

**Job family (Series)**

3502 Laboring

**Requirements**

[Help](#)

## Conditions of Employment

- Must be a U.S. citizen
- Tour of Duty: Set Schedule
- Security Requirements: Non-Sensitive
- Appointment is subject to the completion of a favorable suitability or fitness determination, where reciprocity cannot be applied; unfavorably adjudicated background checks will be grounds for removal.
- Fair Labor Standards Act (FLSA): Non-Exempt
- Selective Service Requirement: Males born after 12-31-59 must be registered or exempt from Selective Service.
- Recruitment Incentives: Not Authorized
- Pre-employment Physical: Required

## Qualifications

To qualify for a Laborer, your resume and supporting documentation must support:

Applicants will be rated in accordance with the Office of Personnel Management Qualification Standard for Trades and Labor Occupations. Although a specific length of time and experience is

not required, you must meet any screen-out element listed, and show through experience and training that you possess the quality level of knowledge and skill necessary to perform the duties at the level for which you are applying. Emphasis is placed on how you gained the quality of experience, not necessarily the length of time, and you have the required ability or potential to perform the job. Applicants who do not meet the screen-out element (SOE) will be eliminated from further competition.

Experience refers to paid and unpaid experience, including volunteer work done through National Service programs (e.g., Peace Corps, AmeriCorps) and other organizations (e.g., professional; philanthropic; religious; spiritual; community, student, social). Volunteer work helps build critical competencies, knowledge, and skills and can provide valuable training and experience that translates directly to paid employment. You will receive credit for all qualifying experience, including volunteer experience.

## Education

## Additional information

**For Important General Applicant Information and Definitions go to:**

<http://www.dla.mil/portals/104/documents/careers/GenAppInfoDef.pdf>

**Reemployed Annuitants:** This position does not meet criteria for appointment of Reemployed Annuitants. The DoD criteria for hiring Reemployed Annuitants can be found at:

<http://www.esd.whs.mil/Portals/54/Documents/DD/issuances/140025/1400.25-V300.pdf>

If you are an eligible Interagency Career Transition Assistance Program (ICTAP) applicant you may apply for special selection over other candidates for this position. To be well-qualified and exercise selection priority for this vacancy, displaced Federal employees must be rated at a score of 85 or higher for this position. ICTAP eligibles must submit one of the following as proof of eligibility for the special selection priority: a separation notice; a "Notice of Personnel Action" (SF-50) documenting separation; an agency certification that you cannot be placed after injury compensation has been terminated; an OPM notification that your disability annuity has been terminated; OR a Military Department or National Guard Bureau notification that you are retired under 5 U.S.C. 8337(h) or 8456. Additional information may also be found at the General Information and Definitions link above.

**MILITARY SPOUSE PREFERENCE:** Information and required documentation for claiming Military

Spouse Preference may be found at the General Information and Definitions link above.

**INFORMATION FOR VETERANS** is available at:

<http://www.dla.mil/Careers/Programs/veterans.aspx>. As of 23 December 2016, Military retirees seeking to enter federal service in the Department of Defense now require a waiver if they would be appointed within 180 days following their official date of retirement.

**DRUG-FREE WORKPLACE:** The Defense Logistics Agency (DLA) has established a Drug-Free Federal Workplace Policy. All applicants tentatively selected for DLA employment in a testing designated position are subject to urinalysis to screen for illegal drug use prior to appointment. Applicants who refuse to be tested will be denied employment with DLA for a period of six months. This policy extends to random testing for the use of illegal drugs by employees who occupy testing designated positions defined as sensitive in Section 7(d) of Executive Order 12564. The Defense Logistics Agency's Drug Free Workplace Plan's drug testing panel includes testing for the following illegal substances: marijuana, cocaine, opiates (codeine/morphine), 6-Acetylmorphine (heroin), phencyclidine, amphetamines (amphetamine/methamphetamine), methylenedioxymethamphetamine (MDMA), methylenedioxyamphetamine (MDA), oxycodone, oxymorphone, hydrocodone, and hydromorphone.

## How You Will Be Evaluated

The assessments for this job will measure the following Job Elements/Competencies:

- Reliability and Dependability (SOE)
- Ability to Handle Weights and Loads
- Ability to Follow Directions in a Shop
- Dexterity and Safety

Once the application process is complete, we may review your résumé and supporting documents to ensure you meet the basic qualification requirements. We may evaluate each applicant who meets the basic qualifications on the information provided and evaluate your relevant personal, educational, and work experiences as it relates to fundamental competencies, identified in the Qualifications section above, required for this position. Based on the results of this evaluation, you will be placed in one of the following quality categories:

- Best-Qualified: This highest category will be used for those candidates who possess the type and quality of experience that substantially exceeds the minimum qualifications of the

position, including all selective placement factors and appropriate quality ranking factor(s), as determined by the job analysis.

**Highly-Qualified:** This higher category will be used for those candidates who possess the type and quality of experience that exceed the minimum qualifications of the position, as determined by the job analysis.

**Qualified:** This lowest category will be used for those candidates that meet the minimum qualifications of the position and are proficient in some, but not all, of the requirements of the position. Candidates may require extensive training and/or orientation in order to satisfactorily perform the duties of the position.

Names of the candidates in the Best-Qualified category will be sent first to the hiring manager for employment consideration. Applicants in other categories will be referred in accordance with category rating procedures.

**Veteran's Preference:** If you are entitled to veteran's preference, you should indicate the type of veteran's preference you are claiming on your résumé. Your veteran's preference entitlement will be verified by the employing agency. If you are entitled to veteran's preference and qualified for the position, your name will be placed above non-preference candidates on a list sent to the hiring manager for employment consideration. Qualified veterans' preference eligibles with a service-connected disability of 10% or more will be listed at the top of the highest quality category depending on the position and grade level of the job. For information on entitlement see <http://www.fedshirevets.gov/job/vetpref/index.aspx>.

**All Veterans:** You are required to submit a DD Form 214, Military Discharge (Member Copy 4). Veterans claiming 10 Point Preference in addition to your DD 214, you are required to submit a completed SF-15 and, supporting documents outlined on the SF-15.

[http://www.opm.gov/forms/pdf\\_fill/SF15.pdf](http://www.opm.gov/forms/pdf_fill/SF15.pdf)

## Background checks and security clearance

### Security clearance

[Other](#)

### Drug test required

No

## Required Documents



[Help](#)

**Physical Efforts:** Requires extreme physical effort when lifting objects weighing over 50 pounds and in moving or positioning very heavy objects.

**Working Conditions:** Works inside warehouses that may be dusty, drafty, and noisy and outside in all kinds of weather. Works in areas with frequent materials handling equipment traffic. **SAFETY AND HEALTH REQUIREMENTS:** Employee is required to wear safety clothing and equipment appropriate for the job and work area where assigned, as directed by the Supervisor. Types of protective clothing and equipment include, but are not limited to the following: eye, respiratory, and foot protection, protective clothing (gloves, apron, coveralls, etc.). Other types may be required as deemed necessary by authorized management officials. Employee will be required to wear approved hearing protective devices and an audiometric test will be conducted, as necessary, when working near or around noise hazardous areas, machinery, or equipment.

To apply for this position you must provide a complete Application Package. Each Application Package **MUST** include:

1. Your Resume listing work schedule, hours worked per week, dates of employment and duties performed. If multiple resumes are submitted by an applicant, only the last resume submitted will be reviewed for the qualifications and referred for selection consideration if eligible.
2. Applicable documents to support the eligibility(s) for which you are applying. Please review the following link for a listing of the additional documents you will need to provide:  
[Supporting Documents](#).

### **If you are relying on your education to meet qualification requirements:**

Education must be accredited by an accrediting institution recognized by the U.S. Department of Education in order for it to be credited towards qualifications. Therefore, provide only the attendance and/or degrees from [schools accredited by accrediting institutions recognized by the U.S. Department of Education](#).

Failure to provide all of the required information as stated in this vacancy announcement may result in an ineligible rating or may affect the overall rating.

## Benefits

[Help](#)

A career with the U.S. Government provides employees with a comprehensive benefits package. As a federal employee, you and your family will have access to a range of benefits that are designed to make your federal career very rewarding. [Learn more about federal benefits.](#)

[Review our benefits](#)

Eligibility for benefits depends on the type of position you hold and whether your position is full-time, part-time, or intermittent. Contact the hiring agency for more information on the specific benefits offered.

## How to Apply

[Help](#)

To apply for this position, you must complete the online application and submit the documentation specified in the Required Documents section below.

The complete application package must be submitted by 11:59 PM (EST) on the closing date to receive consideration.

To begin, click Apply Online to access an online application. Follow the prompts to select your USAJOBS resume and/or other supporting documents. You will need to be logged into your USAJOBS account or you may need to create a new account.

You will be taken to an online application. Complete the online application, verify the required documentation, and submit the application.

You will receive an email notification when your application has been received for the announcement.

To verify the status of your application, log into your USAJOBS account, <https://my.usajobs.gov/Account/Login>, select the Application Status link and then select the More Information link for this position. The Application Status page will display the status of your application, the documentation received and processed, and your responses submitted to the online application. Your uploaded documents may take several hours to clear the virus scan process.



To preview the questionnaire, please go to

<https://apply.usastaffing.gov/ViewQuestionnaire/10293494>.

## Agency contact information

 Anthony Dunlap

### Phone

[717-770-5032](tel:717-770-5032)

### Email

[anthony.dunlap@dla.mil](mailto:anthony.dunlap@dla.mil)

### Address

DLA Distribution San Joaquin  
PO Box 960001  
Stockton , CA  
95296  
US

[Learn more about this agency](#)

## Next steps

Once you successfully complete the application process, you will receive a notification of receipt. Your application package will be reviewed to ensure you meet the basic eligibility and qualifications requirements, and you will receive a notification. A review may be completed of your online questionnaire and the documentation you submitted to support your responses. Applicants that are found among the most highly qualified may be referred to the hiring official for consideration, and you will receive a notification of referral. The selecting official may choose to conduct interviews, and as part of the selection process, applicants may be required to complete additional supplemental documents. Once the selection is made, you will receive a notification of the decision. If interviews are conducted, DLA uses a technique called [Behavior Based Interviewing \(BBI\)](#). Be sure to check your USA Jobs account for your notification updates.

The Federal hiring process is setup to be fair and transparent. Please read the following guidance.

## Equal Employment Opportunity Policy

The United States Government does not discriminate in employment on the basis of race, color, religion, sex (including pregnancy And gender identity), national origin, political affiliation, sexual orientation, marital status, disability, genetic information, age, membership in an employee organization, retaliation, parental status, military service, or other non-merit factor.

- [Equal Employment Opportunity \(EEO\) office at OPM](#)
- [Office of Equal Opportunity](#)

## Reasonable Accommodation Policy

Federal agencies must provide reasonable accommodation to applicants with disabilities where appropriate. Applicants requiring reasonable accommodation for any part of the application and hiring process should contact the hiring agency directly. Determinations on requests for reasonable accommodation will be made on a Case-by-Case basis.

A reasonable accommodation is any change in the workplace or the way things are customarily done that provides an equal employment opportunity to an individual with a disability. Under the Rehabilitation Act of 1973 the Equal Employment Opportunity Commission (EEOC) must provide reasonable accommodations:

- When an applicant with a disability needs an accommodation to have an equal opportunity to compete For a job;
  - When an employee with a disability needs an accommodation to perform the essential functions of the job or To gain access to the workplace; And
  - When an employee with a disability needs an accommodation to enjoy equal access to benefits and privileges of employment (e.g., details, trainings, office-sponsored events).
- [Disability Employment - Reasonable Accommodations](#)
  - [How to contact an agency](#)

## Legal and regulatory guidance

[Financial suitability](#)

[Social security number request](#)

[Privacy Act](#)

[Signature & False statements](#)

[Selective Service](#)

[New employee probationary period](#)