



City of Gem Lake
 Heritage Hall
 4200 Otter Lake Road | Gem Lake, MN 55110
 651-747-2790/92 | 651-747-2795 (fax)
 E-mail city@gemlakemn.org

Application for Employment

Please return this form to the City of Gem Lake offices, 4200 Otter Lake Road, Gem Lake, MN 55110, or email to the City Clerk at city@gemlakemn.org.
 Please include a copy of your Résumé and Cover Letter when returning your completed application.

Position for which you are applying: _____

Personal Information

Full Name: _____ Date: _____

Address: _____

City: _____ State: _____ Zip: _____

Home Phone: _____ Cell Phone: _____

Email: _____

Were you previously employed by the City of Gem Lake? Yes No

If yes, provide details: _____

Are you legally eligible for employment in the United States? Yes No

Do you have a valid Minnesota Driver's License? Yes No

Education and Training

Did you graduate from high school or receive a GED? Yes No

How many years of education have you had beyond high school? _____

Name of Technical, Community, College, University Attended	City/State	Major Course(s) of Study	Certificate/Degree Attained
_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____

Special Skills and Training

Include any special skills or training that you feel more fully explains your qualifications for employment, i.e. License, Certifications, machine operations, etc.

Employment and Business Experience (List most recent job first, attach additional sheets if necessary.)

Company Name: _____

Address: _____

City: _____ State: _____ Zip: _____

Phone: _____ Employed from (mo/yr): _____

Name of Supervisor: _____ Pay Rate: _____ Hours Per Week: _____

Job Title: _____ Reason for Leaving: _____

Job Responsibilities/Duties: _____

May we contact your previous employer? Yes No

Company Name: _____

Address: _____

City: _____ State: _____ Zip: _____

Phone: _____ Employed from (mo/yr): _____

Name of Supervisor: _____ Pay Rate: _____ Hours Per Week: _____

Job Title: _____ Reason for Leaving: _____

Job Responsibilities/Duties: _____

May we contact your previous employer? Yes No

Company Name: _____

Address: _____

City: _____ State: _____ Zip: _____

Phone: _____ Employed from (mo/yr): _____

Name of Supervisor: _____ Pay Rate: _____ Hours Per Week: _____

Job Title: _____ Reason for Leaving: _____

Job Responsibilities/Duties: _____

May we contact your previous employer? Yes No

Military Experience

Did you serve in the U.S. Armed Forces? Yes No

Describe your Duties: _____

Do you wish to apply for Veterans' Preference points? Yes No

If you answered "yes", you must complete the enclosed application for Veterans' Preference points, and submit the application and required documentation to the City of Gem Lake by the application deadline of the position for which you are applying.

Additional Information

List additional information that you feel may be important for us to know in evaluating your application, i.e. professional memberships, relevant community activities or volunteer work, skills or specific accomplishments.

References

Name	Address	Phone (including area code)	Relationship (personal/professional)	Years Known
_____	_____	_____	_____	_____
_____	_____	_____	_____	_____
_____	_____	_____	_____	_____

Authorization

I certify that all information I have provided in this application for employment is true and complete to the best of my knowledge. Any misrepresentation or omission of any fact in my application, resume or any other materials, or during any interviews, can be justification for refusal of employment, or if employed, will be grounds for dismissal, regardless of length of employment or when the misrepresentation or omission is discovered.

I acknowledge that I have received a copy of the job description summary for the position/s for which I am applying. I further acknowledge my understanding that employment with the City of Gem Lake is "at will," and that employment may be terminated by either the City of Gem Lake or me at any time, with or without notice.

With my signature below, I am providing the City of Gem Lake authorization to verify all information I provided within this application packet, including contacting current or previous employers. However, I understand that if, in the Employment Experience section I have answered "No" to the question, "May we contact your current employer?" contact with my current employer will not be made without my specific authorization.

I have read the included Applicant Data Practices Advisory, and I further understand that criminal history checks may be conducted (after I have been selected for an interview, in the case of non-public safety positions) and that a conviction of a crime related to this position may result in my being rejected for this job opening. I also understand it is my responsibility to notify the City of Gem Lake in writing of any changes to information reported in this application for employment.

The City of Gem Lake may conduct investigations, including verification of prior employment history and education. By signing this application, you authorize the City to make these investigations and indicated your awareness that false statements or failure to disclose information may be sufficient to disqualify you for employment or, if employed, may result in your dismissal.

Applicant Signature: _____ Date: _____

Application for Veterans' Preference Points

Complete this form only if you are claiming Veterans' Preference

Note: Veterans' Preference points cannot be considered without supporting documentation. Attach a copy of "Member Copy 4" Veteran's DD214, or other documentation verifying service. **Documentation must be received by the application deadline of the posting in order to be considered. (Veteran is defined by Minnesota Statute §197.447)**

You must submit a photocopy of your "Member Copy 4" of your DD214 or other documentation verifying service to substantiate the services information requested on the form. Claims not accompanied by proper documentation will not be processed. For assistance in obtaining a copy of your "Member Copy 4" of your DD214, or other documentation verifying service, contact your County Veterans' Service Office.

The City of Gem Lake operates under a point preference system, which awards points to qualified veterans to supplement their application. Ten (10) points are granted to non-disabled veterans on open competitive examinations; Fifteen (15) points are awarded if the veteran has a service connected compensable disability as certified by the U.S. Department of Veterans Affairs (USDVA).

To qualify for preference for a **competitive exam**, you must have earned a passing score and 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 federal, active duty and be a United States citizen or resident alien. Veterans' 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 earned a passing exam score and 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 five (5) points. Disabled veterans eligible for such preference may be the five (5) point's preference only once when applying for the first promotion after securing public 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 the "Member Copy 4" DD214, or other documentation verifying service, 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.

Preference points are awarded to qualified veterans as defined by Minn. Stat. § 197.447, and to certain spouses of deceased or disabled veterans subject to the provision of Minn. Stat. §§ 197.447 and 197.455.

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:
 1. served on active duty for at least 181 consecutive days, or
 2. have been discharged by reason of service connected disability, or
 3. 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
 4. certified service and verification of "veteran status" granted under U.S. PL 95-202.

Full Name: _____

Address: _____

City: _____ State: _____ Zip: _____

Home Phone: _____ Cell Phone: _____

Are you a U.S. Citizen or Resident Alien? Yes No Position for Which you Applied Closing Date: _____

Veteran (10 points):

("Member Copy 4" of DD214 or DD215, or other documentation verifying service, must be submitted to receive points).

Honorably Discharged Veteran: Yes No

Disabled Veteran (15 points):

("Member Copy 4" of DD214, or other documentation verifying service, and USDVA Summary of Benefits Letter of disability rating decision of 10% or more must be submitted to receive points).

Percentage of Disability: _____ %

Have you ever applied for promotion in Public Government? Yes No

Spouse of Deceased Veteran (10 points or 15 if the veteran was disabled at time of death):

("Member Copy 4" of DD214 or DD215, or other documentation verifying service, photocopy of marriage certificate, spouse's death certificate and proof veteran is deceased 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

Spouse of Disabled Veteran (15 points):

("Member Copy 4" of DD214 or DD215, or other documentation verifying service, and US VA Summary of Benefits Letter of disability rating decision of 10% or more must be submitted to receive points).

How does Veteran's disability prevent performance of a state job "requirement"? 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 points for this examination and swear/affirm that the information given is true, complete and correct to the best of my knowledge. I hereby acknowledge that I am responsible to obtain the required Veterans' Preference verification documents and submit them to the City of Gem Lake by the required application deadline.

Applicant Signature: _____ Date: _____

General Information on the Minnesota Government Data Practices Act for Applicants

The Minnesota Government Data Practices Act (Minn. Stat. §§ 13.01 – 13.90) includes two sections affecting applicants seeking employment with the City of Gem Lake. First, under “Rights of Subjects of Data” (Minn. Stat. § 13.04), when an applicant is asked to provide information about him/herself, the City must advise you of:

- The purpose and intended use of the data;
- Whether you may refuse or are legally required to supply the requested data;
- Any known consequences arising from your supplying or refusing to supply the data; and
- The identity of other persons or organizations authorized by State or Federal law to receive the data you provide.

Second under “Personnel Data” (Minn. Stat. §13.43) the following data on you as an applicant for employment by a public agency is automatically public:

- Your veteran’s status;
- Your job history;
- Your education and training;
- Your relevant test scores;
- Your rank on our eligibility list; and
- Work availability.

As an applicant, your name is considered private until you are certified as eligible for appointment to a position or are considered by the appointing authority to be a finalist for a position in public employment.

If you are hired, the following additional data about you will be considered public information:

- Your name;
- Your employee identification number (which is not your Social Security number);
- Your actual gross salary, contract fees, salary range, and actual gross pension;
- The value and nature of employer paid benefits;
- The basis for and the amount of any added remuneration, including expense reimbursement, in addition to your salary;
- Your job title, bargaining unit (if applicable) and job description;
- The dates of your first and last employment with us;
- The status of any written complaints or charges against you while you work for the City of Gem Lake, regardless whether or not they have resulted in disciplinary action, the final disposition of any disciplinary action and supporting documentation;
- Your work location and work telephone number;
- Your education and training background;
- Work-related continuing education;
- Honors and awards you have received;
- Payroll timesheets or other comparable data that are only used to account for your work time for payroll purposes: except to the extent that release of time sheet data would reveal employee’s reasons for the use of sick or other medical leave or other non-public data;
- Your previous work experience.
- The “complete” terms of any settlement agreement (including buyout agreements) except that the agreement must include the specific reasons if it involves the payment of more than \$10,000 of public money; and
- Your badge number. This data is private if the candidate is applying for or is hired for an undercover law enforcement position.

All data concerning you which is placed in your personnel file and which is not addressed in statute as public data (see above listing) is private data. This private data will be available to you and those members of city staff needing it to process city records. In addition, the following persons or organization are authorized by state and federal law to receive this data if they so request in certain circumstances:

- The Bureau of Census;
- Federal, State and County Auditors;
- The State Department of Public Welfare;
- The Department of Human Rights;
- Federal Officials investigating compliance of Affirmative Action and Equal Employment Opportunities;
- Labor organizations and the Bureau of Mediation Services;
- Data may also be made available through court order.

With the exception of the optional data requested, the data you provide is needed to identify you and assist in determining your suitability for the position for which you are applying. The optional data is used in summary form by the city’s Affirmative Action Program to monitor protected class employment and meet federal, state and local reporting requirements. Furnishing the optional data requested about you is voluntary.

Notice Regarding Social Security Number: This information will be used for payroll taxes, insurance purposes, and retained in the employee’s data record.

Notice to Minors: Minors from whom private data or confidential data is collected have the right to request that parental access to the private data be denied.

If you have any questions regarding your rights as a subject of data, please contact the City of Gem Lake’s Administrative Department at 4200 Otter Lake Road, Gem Lake, MN 55110. This information is subject to change consistent with subsequent amendments to the Minnesota Government Data Practices Act.

Notice Regarding Request for Marriage Certificate for Veterans’ Preference Documentation: This information will be used for documentation purposes for verifying marital status for requesting applicable spousal Veterans’ Preference credits.

Applicant Must Sign as Acknowledgement of the Data Practices Warning (Tennessee Warning)

Applicant Signature: _____ Date: _____

Equal Employment Opportunity Information

The information asked of you will be used to evaluate our overall efforts in reaching all segments of the population. The following information is **VOLUNTARY** and **CONFIDENTIAL**. This information is **NOT A PART** of the application file and is **REMOVED** from the application when received by our office. The City of Gem Lake appreciates your cooperation in our efforts to ensure affirmative action and equal opportunity.

Position for which you are applying: _____

Gender: Male Female

With which racial/ethnic group do you identify?

- Black or African American
- Hispanic or Latino
- American Indian or Alaskan native through Tribal affiliation or community recognition
- Caucasian/White
- Asian
- Native Hawaiian or other Pacific Islander
- Two or more races

Disability status, defined as:

1. Has a physical or mental condition that substantially or materially limits a major life activity (such as walking, talking, seeing, hearing or learning);
2. Has a history of a disability (such as cancer that is in remission);
3. Is regarded as having such an impairment.

Do you Claim Disability Status? Yes No

Applicant Data Practices Advisory

According to Minn. Stat. § 13.04, the City must advise you of the following.

Purpose and intended use of the data:

The city collects this information for purposes of selecting a candidate for hire. Your data will be used to determine your eligibility for the position. For public safety positions or in the event you are selected for hire, your data will be used to perform a criminal background check, including using the BCA's website. Consultant, city staff and elected officials involved in the hiring process will have access to the data provided. Data may be shared upon court order or provided to the state or legislative auditor, upon request.

Whether you may refuse or are legally required to supply this data: Application for employment as well as supplying any data in application for employment is voluntary.

Consequences arising from supplying or refusing to supply this data:

We take pride in hiring the best candidates, but we can't do this without a complete application. Filling out the application is voluntary, and the more complete the application, the better your chances of conveying to the city you are the best candidate for the job. Except for explicitly optional requested information, refusal to provide a complete application may result in immediate disqualification from consideration for a position.

Minors submitting this application have the right to request that parental access to private data be denied. If you wish to make this request, please submit the request in writing to The City of Gem Lake, 4200 Otter Lake Road, Gem Lake, MN 55110.



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Release of Information Authorization

The following named individual has applied for employment with the City of Gem Lake:

When filling out this form please print clearly. Thank you.

Last Name: _____

First Name: _____

Middle: _____

Maiden, Alias or Former: _____

Current Address: _____

City: _____ **State:** _____ **Zip:** _____

Date of Birth: _____

Gender: Male Female

I, the above named applicant, authorize the City of Gem Lake to request a computerized criminal history search in my name through the White Bear Lake Police Department and/or the Minnesota Bureau of Criminal Apprehension, pursuant to Minnesota Statutes, section 364.03, relating to my employment with the City of Gem Lake. Additionally, I authorize the Minnesota Bureau of Criminal Apprehension and White Bear Lake Police Department to disclose all criminal history record information to the City of Gem Lake for the purpose of completing my employment application.

This authorization request form shall expire one year from this _____ day of _____, 20____.

Signature

Date