



EXTERNAL POSTING
Employment Application Packet
for
Case Manager II – Housing First Program
Position

Pay Level: \$18.34 per hour
Hours: 40 hours per week
Work site location: La Crosse Office

The job description is attached.

For your application to be considered, you must complete all of the following materials that have a check mark before them:

√ Application form

√ Ranking Criteria form

√ Resume

This application packet is due by 2:00 PM on Monday, September 17, 2018

We will only consider your application if we have received the materials by the specified due date and time.

Materials may be emailed to courtney.messer@couleecap.org, faxed to 608-634-3134, or mailed or dropped off at: Couleecap, 201 Melby Street, Westby, WI 54667

Materials are not accepted at and must not be delivered to any of our other offices.

For more information please visit our website at:
www.couleecap.org

COULEECAP IS AN EQUAL OPPORTUNITY EMPLOYER AND SERVICE PROVIDER.
AUXILIARY AIDS AND SERVICES AVAILABLE UPON REQUEST.





A message from our Executive Director, Hetti Brown

Thank you for your interest in a position at Couleecap. Couleecap is a non-profit organization that has been serving the community for over 50 years. The key to our success is the staff of over 50 local residents who are dedicated to helping others. For many employees, this work is more than a job. It is a career, a life's work, a way of being part of the great Couleecap mission of *people helping people*. We believe that your contribution to fulfilling this mission will add great value to your life.

We are an anti-poverty organization. We fight the conditions of poverty throughout our communities. We work to help individuals and families improve their quality of life while advocating for solutions to the root causes of economic inequality. We want to hire people who share our commitment to these goals.

Couleecap is an inclusive workplace where diverse experiences, employee input, and teamwork are encouraged and supported. We offer a broad range of excellent pay and benefits and opportunities for personal and professional advancement. We want every individual to learn and grow while working at the agency. Beyond this, employees benefit from the feeling of personal satisfaction gained while helping others change their lives for the better.

Our organization has a dedicated and supportive Board of Directors. The Couleecap Board encourages the staff to be the best that they can be, and their support has enabled Couleecap employees to focus on providing outstanding service to our communities since 1966. If you are a dedicated employee who wants to help us accomplish our important work, we need you as much as you need us.

Thank you,

Hetti Brown



Ranking Criteria Form

PLEASE NOTE: You must respond to the ranking criteria listed below and attach your answers to your application or your application will be rejected.

Ranking Criteria Form for position: Case Manager II

**** PLEASE READ THIS:** All applications for employment at Couleecap are rated according to certain criteria. Applications for this position will be ranked on the criteria listed below. Be sure to address each of these criteria on an additional page(s) that you attach and return. You will be rated and given points based on these criteria. Applicants with the most points will receive an interview. All applicants will be notified (usually by mail) if they have been selected for an interview or not.

1. Describe your experience providing on-going support, information, and advocacy services to individuals and families who are low-income, homeless, or challenged in some way.
2. Describe your experience working in any supportive housing, leased or subsidized apartments, and/or emergency shelter programs.
3. Describe your experience interviewing clients, verifying income sources, and determining program eligibility?
4. Describe your experiences in providing case management to individuals who have mental health issues. Be sure to include your method of developing individualized service plans, monitoring and follow-up systems.
5. What specific area service organizations and agencies will you utilize for referrals and service coordination? Please give examples of your ability to develop professional working relationships with these resources.
6. Describe your educational background and any training experiences that qualify you for this position.
7. Describe a project where you have had the major responsibility for planning and implementation.
8. Describe your strengths as a communicator. Give example of an experience when your written and oral communication skills were utilized and recognized as valuable.
9. Describe your computer experiences and skills.
10. Are you willing to work flexible hours, including occasional evenings and weekends?
11. This position will require some travel. Do you have access to a reliable, licensed, insured vehicle and driver?

Couleecap is dedicated to the philosophy of Continuous Improvement. This means that we are committed to teamwork, the use of good conflict resolution skills, and good communication skills. We encourage employee input and group problem solving. We want every individual to learn and grow while working at the agency. We want to hire people who share our commitment to these ideas and goals.

This page intentionally left blank.

COULEECAP

Job Description: Case Manager II

SALARY LEVEL: Grade 20

DATE: August 2017

SUMMARY: Responsible for providing case management to individuals and families; includes needs assessment, service plan development, monitoring, support, advocacy and referral. Responsible for enabling clients to receive a full range of appropriate services in a planned, coordinated, efficient and effective manner. The work is performed under the general supervision of a supervisor; however, the employee is expected to exercise initiative, creativity and good judgment in carrying out duties. The employee must be available for flexible work hours.

ESSENTIAL DUTIES AND RESPONSIBILITIES include the following. Other duties may be assigned.

Supports and upholds Couleecap's mission to fight poverty and promote self-sufficiency for individuals by helping to identify needs, mobilize resources, and provide quality services.

Recruit and enroll program participants. Process applications, including interview and verifications.

Provides assessment/individual service planning and ongoing follow-up for clients.

Develops contracts with clients to achieve goals, establishing short- and long-term goals.

Provides support services required to achieve goals.

Acts as advocate for clients receiving case management services; making referrals to other services as appropriate.

Establishes and maintains communication with other agencies and staff involved with clients.

Communicate with landlords and negotiate leases.

Attends meetings and trainings.

Keeps records and prepares reports.

Works as a member of a team to provide effective, quality services.

Assist in evaluation of programs. Assist in development of programs and services.

SUPERVISORY RESPONSIBILITIES: None.

QUALIFICATION REQUIREMENTS: To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed below are representative of the knowledge, skill, and/or ability required. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

EDUCATION and/or EXPERIENCE: Requires completion of a baccalaureate degree in a college or university or 1 to 2 years' previous experience; or equivalent combination of education and experience. Education in Human Services related field preferred.

LANGUAGE SKILLS: Ability to read, analyze, and interpret general business periodicals, professional journals, technical procedures, or governmental regulations. Ability to write reports, business correspondence, and procedure manuals. Ability to effectively present information and respond to questions from groups of managers, clients, customers, and the general public.

MATHEMATICAL SKILLS: Ability to calculate figures and amounts such as discounts, interest, commissions, proportions, percentages, area circumference, and volume. Ability to apply concepts of basic algebra and geometry.

REASONING ABILITY: Ability to solve practical problems and deal with a variety of concrete variables in situations where only limited standardization exists. Ability to interpret a variety of instructions furnished in written, oral, diagram, or schedule form.

CERTIFICATES, LICENSES, REGISTRATIONS: Access to reliable, licensed, insured driver and transportation.

OTHER SKILLS and ABILITIES: Good knowledge of the available services in the current service system. Ability to establish and maintain good working relationships with clients, family members, professional staff and the community is essential. Computer experience. Residency in the service area is preferred.

PHYSICAL DEMANDS: The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

While performing the duties of this job, the employee is regularly required to sit and talk or hear. The employee frequently is required to stand and walk. The employee is occasionally required to reach with hands and arms. The employee must occasionally lift and/or move up to 10 pounds. Specific vision abilities required by this job include close vision.

WORK ENVIRONMENT: The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions. The noise level in the work environment is usually moderate.



Benefits For Full Time Employees

(Employees who average 60 or more hours per pay period)

Paid Time Off

Fixed Holidays: 10 days/yr. These paid holidays will be granted each year – New Year’s Day, President’s Day, Spring Holiday, (Good Friday) Memorial Day, Independence Day, Labor Day, Thanksgiving, day after Thanksgiving, Winter Break (December 24 & 25). Full time employees earn 8 hours of holiday pay for each fixed holiday.

Personal Holidays: Maximum of 16 hrs/yr. Employees accrue 3 personal holiday hours as of Jan. 1 & subsequently earn one-half hour of personal holiday time per pay period. Days can be used before earned. Available hours are prorated for those who start with the agency after January 1st of each year.

Vacation: Accrued at the rate of 5% of paid hours up to the 80-hour base. After completion of five years, this increases to 7.5% of paid hours and after completion of ten years this increases to 10% of paid hours. (Based on 24 payrolls)

Sick Leave: Accrued at the rate of 5% of paid hours up to the 80-hour base. (Based on 24 payrolls)

Hazardous Weather Pay: In the event of extremely bad weather, an employee may use up to 16 hrs each year w/ pay.

Funeral Leave Pay: In the event of a death, after notifying the supervisor, an employee may take paid leave according to the following schedule: family member, as defined by the employee – 3 days; co-worker – 1 day.

Military Leave: Military leave will be granted pursuant to Federal and State laws. Couleecap will pay the difference between agency pay (where agency pay is greater) and military pay for up to 15 days of mandatory annual active duty per year.

Court Appearances: Employees who are subpoenaed for court appearances related to agency business or for jury duty will be given the necessary leave of absence with full pay less any fee paid for the service.

Family & Medical Leave: All employees who have worked for Couleecap for 12 months and have worked at least 1,000 hours during those 12 months will be granted Family & Medical Leave pursuant to Federal and State laws. Family & Medical Leave is unpaid leave however employees may use any accrued sick, vacation, or personal holiday time for pay during leave.

Insurance/HSA/Flexible Benefits/Retirement

Health Insurance: The insurance is effective the 1st of the month after the employee has been employed for 30 calendar days. Couleecap will pay 75% of the premiums for the employee’s tier (i.e. single, employee + spouse, employee +child(ren), family) of the insurance plan. Monthly employee health insurance costs are based upon age and the age of any of dependents for single, employee + spouse, employee +child(ren), and family. Monthly premiums are divided in half and deducted from the first two payrolls of each month.

Dental Insurance: Couleecap pays 75% of the monthly dental insurance premium cost. The calendar year deductible is \$25 per member, \$75 per family. Monthly employee dental insurance costs are: \$8.58 for single and \$24.62 for family. Monthly premiums are divided in half and deducted from the first two payrolls of each month.

Life Insurance: Term life insurance coverage, equal to an employee’s annual wage, is provided at no cost to the employee. Additional life insurance coverage is available at the employee’s cost.

Voluntary Insurance: The following voluntary insurance plan is available to the employee: Life insurance. The employee pays the full cost of the premiums for these plans.

HSA: Couleecap has elected to make a contribution to a health savings account (HSA) for all employees who are eligible for and enrolled in the agency health insurance plan. For 2018, this dollar amount is equal to \$2,340 for single coverage and \$4,680 for employee + spouse, employee + children, and family coverage. Contributions are made monthly rather than paying the full amount at the beginning of the year.

Flexible Benefit Plan: Employees may elect to have a portion of their paycheck put into an account (before taxes) to pay for health care or dependent care expenses.

Retirement/401K Plan: Employees may choose to contribute a percentage of their earnings to the retirement fund. Employees will be given an investment option enrollment sheet when they become eligible. After an employee has completed one calendar year of employment with at least 1000 paid hours, Couleecap will contribute a Board approved percentage of your earnings toward the retirement fund, beginning with the appropriate eligibility date. Current Board approved percentage rate for Couleecap's contribution is 9% for 2018. The Board sets this percentage annually. Employees are vested after 3 years.

Additional Benefits

Employee Assistance Program: All employees and their family members will have an Employee Assistance Program available to them to assist them with personal or emotional problems, which may affect job performance. The first five visits to the EAP will be of no charge to the employee.

Training: As budgets permit, the agency pays for time, transportation, food, lodging, and fees for employee training opportunities.

Career Development Plan: Employees, after successfully completing their orientation period of service, who are interested in furthering their educational training through an educational institution may be reimbursed for some of the cost of books and/or tuition fees once the course is successfully completed and can use up to 80 hours paid release time per year.

Dues for Civic Organizations: Employees will be reimbursed up to \$200 a year for dues in a recognized civic organization appropriate to the agency's mission.

Good Will Program: Supervisors of employees may access the Good Will Program in recognition of various events that may involve employees, such as the birth of a child, hospitalization, death of a parent, etc.

Homebuyer Benefit: During work hours, employees can utilize home ownership counseling provided by Couleecap staff, for one individual hour per year and up to one group session per year. The agency will pay for staff time and mileage. Couleecap is not responsible for the employee's financial decisions.