



City of Ames Power Plant Custodian

SALARY	\$22.77 - \$26.63 Hourly	LOCATION	50010, IA
JOB TYPE	Full-Time	JOB NUMBER	25-6163-01
DEPARTMENT	Electric Services	DIVISION	Power Plant
OPENING DATE	03/30/2026	CLOSING DATE	4/8/2026 5:00 PM Central
FLSA	Non-Exempt	BARGAINING UNIT	IUOE-PP
RESIDENCY REQUIREMENT?	Yes	RESIDENCY REQUIREMENT AREAS	http://cityofamesgis.maps.arcgis.com/apps/webappviewer/index.html?id=4d1ebb2bc3144fb0bf1591ad7a1e34e1

Centrally located in the heart of Iowa, Ames is a vibrant, progressive community with more than 66,000 residents providing an excellent quality of life. Home to Iowa State University, Ames offers year-round recreation opportunities, diverse cultural offerings, a stable economy, safe neighborhoods, and a high-achieving school district.

General Information

<https://www.youtube.com/embed/97rsAGfo1eQ?&wmode=opaque&rel=0>

The City of Ames Electric Services Department has a great opportunity for a Custodian to provide support to the City's power generating facilities!

The Custodian performs work involving the custodial care and maintenance of an electric power plant and performs related work as required.

Custodian Pay Plan [IUOE 2025-2028 Union Contract]:

1st 6 months \$22.77 per hour

2nd 6 months \$24.13 per hour

Thereafter \$26.63 per hour

(with annual increases determined by union contract)

The City of Ames is conducting a recruitment to establish a Civil Service eligibility list for this classification in the Electric Services Power Plant Division. The list will be valid for up to one year from the date of certification by the Ames Civil Service Commission and may be used to fill one or more vacancies in this classification. In addition, City of Ames Civil Service employees who have previously held Civil Service status in this classification and are interested in voluntarily demoting or laterally transferring into the current vacancy must submit their application by the deadline.

In order to be considered for this position, all applicants must submit their online application by the deadline listed on this posting. Your application includes complete responses to the supplemental questions. Please keep in mind that submission of a resume in lieu of work history on your application or answering the supplemental questions is not sufficient. Supplemental questions must be completed to be considered for this position.

Benefits: Our comprehensive benefits package can be viewed at: [Benefits](#)

Public Service Loan Forgiveness (PSLF) Program: The PSLF Program is a federal program that is intended to encourage individuals to work in public service by forgiving the balance of their federal student loans. To qualify, the individual must have made 120 qualifying payments while employed by a qualifying employer. For more information, please visit: [PSLF](#)

Examples of Essential Job Functions

Examples of Essential Job Functions: Sweeps, mops, scrubs, waxes, and polishes floors; washes windows, walls, and sinks; picks up and disposes of trash and garbage; sweeps, clears shovels, and salts walks; cleans stairways and handrails; mows grass; waters grass and shrubbery; cleans restrooms and locker room and replenishes supplies; takes inventory and maintains general cleaning supplies; reads and follows equipment instruction manuals, instructions on cleaning supplies, and safety information; performs work in accordance with established procedures; follows specific instructions concerning unusual jobs or problems; work is subject to inspection by a superior for maintenance of established standards of cleanliness and compliance with instructions.

Each employee is expected to continually strive to bring shared values to life through our Excellence Through People organizational culture. ETP values include: committing to continuous improvement; inspiring creativity and innovation; being customer driven; making data-driven decisions; committing to diversity, equity and inclusion; championing employee involvement; striving for excellence; having fiscal stewardship; acting with honesty and integrity; exhibiting leadership; choosing a positive attitude; respecting one another; promoting safety and wellness; and cultivating teamwork. For leaders, this includes creating a work culture that brings these values to life. For all employees, this includes maintaining a Total City Perspective. The purpose of ETP is to deliver exceptional services to the public at the best price, and for employees to experience an enjoyable and stimulating work environment.

Other Job Functions: Cleans various fixtures; changes light bulbs; runs errands as requested; may supervise helpers.

Qualifications

Education and Experience: Completion of high school, HiSet, or G.E.D; custodial and/or industrial facilities maintenance experience desirable.

Preference may be given to applicants possessing qualifications above the minimum.

Licenses and Certificates: Must possess a valid driver's license.

Knowledge, Skills, and Abilities: Knowledge of general safety procedures and practices around mechanical and electrical equipment and machinery; knowledge of cleaning materials, methods, equipment, and procedures; knowledge of all safety rules as stated in the adopted safety manual.

Skill in the use of cleaning equipment and materials.

Ability to understand and follow verbal and written instructions; ability to complete required safety training and comply with safety regulations; ability to perform work independently; ability to perform routine cleaning tasks; some ability to perform heavy lifting; ability to establish and maintain effective working relationships with co-workers and supervisors.

Supplemental Information

Required Physical Activities: Climbing, balancing, stooping, kneeling, crouching, crawling, reaching, standing, walking, pushing, pulling, lifting, finger dexterity, grasping, feeling, talking, hearing, repetitive motions.

General Physical Characteristics: The work involves sitting 10 percent of the time; sitting and using arm/leg controls 30 percent of the time; standing (but not walking) 30 percent of the time; standing and walking 30 percent of the time; frequently lifting objects under 10 pounds; routinely lifting objects from 10 to 25 pounds; infrequently lifting objects from 25 to 50 pounds; and infrequently lifting objects over 50 pounds.

Vision Requirements: The minimum standard based on the criteria of accuracy and neatness of work for janitors, sweepers, etc.

Environmental Conditions: The work is performed inside and/or outside and includes being exposed to extreme heat, noise, vibration, mechanical hazards, chemical hazards, atmospheric conditions that affect the respiratory system or skin, oils, requirement of wearing a respirator, and darkness or poor lighting conditions.

Examples of Equipment Used on the Job: General purpose maintenance equipment and hand and power tools; general purpose cleaning supplies; list of assigned duties; a variety of safety equipment and clothing.

Selection Process:

The selection process consists of an evaluation of education and experience, review of completed application to include fully completed supplemental questionnaire, a phone interview (depending on the number of candidates), an oral board exam to determine Civil Service eligibility, and the successful completion of a criminal background check, which includes a sex offender registry check and motor vehicle records check. All candidates will be notified by email of their application status.

Preference may be given to applicants possessing qualifications above the minimum.

Depending on the number of qualified candidates, the City may fore-go phone interviews

Residency Requirement (IUOE): The required residence area is the area bordered by the Boone and Story County lines on the north and south, State Highway 65 on the east; and on the west, County Road R27 north of Boone, and the Des Moines River south of Highway 30 to the Boone County line. Communities intersected by the borderlines, and Zearing, shall be considered within the area. The permitted residency area is that area inside the borderlines. The area adjacent to but outside the borderlines is not included. After completing his/her probationary period, a new employee shall, within

three (3) months, reside within the residency area. The department head may allow an employee up to an additional three (3) months if the employee provides documentation of financial commitment to move within the residence area.

Veteran's Preference Points

The City of Ames provides Veteran's Preference Points for Civil Service positions. A copy of your DD214 and, if applicable, proof of disability, must be attached with your application (or faxed to 515-239-5297) prior to the close date of the posting in order to receive Veteran's Preference Points.

E-Verify Process:

The City of Ames participates in E-Verify and will provide the Social Security Administration (SSA) and, if necessary, the Department of Homeland Security (DHS), with information from each applicant's Form I-9 to confirm work authorization. All candidates who are offered a position with the City of Ames must complete Section 1 of Form I-9 along with the required proof of their right to work in the United States and proof of their identity on their first day of employment. Please be prepared to provide required documents on your first day of employment. For additional information regarding acceptable documents for this purpose, please contact Human Resources at 515-239-5199 or go to the US Citizenship and Immigration Services web page at: <http://www.uscis.gov>.

NOTE: Applicants with disabilities may submit requests for ADA testing or interview accommodations to the Human Resources Department prior to the test or interview.

The City of Ames is an Equal Opportunity/Affirmative Action employer. All qualified applicants will receive consideration for employment without regard to race, color, creed, age, religion, sex, sexual orientation, gender identity, genetic information, ancestry, national origin, marital status, disability, or protected veteran status and will not be discriminated against. Inquiries can be directed to the Human Resources Department at 515-239-5199.

Employer

City of Ames

Address

515 Clark Ave

Ames, Iowa, 50010

Phone

515-239-5199

Website

<http://www.cityofames.org/jobs>

Power Plant Custodian Supplemental Questionnaire

***QUESTION 1**

Have you completed high school, HiSet, or G.E.D?

Yes

No

***QUESTION 2**

Will you have a valid driver's license at the time of hire?

Yes

No

***QUESTION 3**

Do you have custodial and/or industrial facilities maintenance experience?

Yes

No

***QUESTION 4**

Describe how your previous experience has prepared you for this position?

***QUESTION 5**

How would you stay motivated while performing repetitive cleaning tasks around your work peers?

***QUESTION 6**

The City of Ames has 14 Excellence Through People (ETP) values, listed above in the job posting, employees are expected to cultivate these values every day. Which of these ETP values resonates with you the most? Provide detailed examples of when you exhibited these values in your daily activity.

* Required Question