



## **TWENTY-NINE PALMS BAND OF MISSION INDIANS**

### **Tribal**

46-200 Harrison Place, Coachella, CA 92236

*Janitor*

### **Job Description**

**Job Title:** Janitor  
**Department:** Facilities  
**FLSA Status:** Non-Exempt

#### **SUMMARY:**

Keep all Tribal Entities in clean and orderly condition by performing the following duties.

#### **ESSENTIAL DUTIES AND RESPONSIBILITIES:**

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. Upon request, reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

- Sweep, mop, scrub, and vacuum hallways, stairs and office space.
- Use all heavy equipment for cleaning such as buffer, waxer, carpet shampooer, and others.
- Clean hallways, lobbies, lounges, rest rooms, corridors, elevators, stairways, and other work areas.
- Empty trash and garbage containers.
- Wash windows, door panels and sills.
- Empty and clean wastebaskets and ashtrays.
- Replenish restroom supplies.
- Caution management regarding complaints about misuse of property.
- Communicate job issues appropriately and only based on facts.
- Ensure compliance with all Minimum Internal Control Standards (MICS) as well as all Tribal Internal Control Standards (TICS).

- Present a positive image of the Tribe to its guests, vendors, and employees and to assist them as required.
- Must follow all safety policies and procedures and attend all scheduled safety meetings and training as a condition of employment.
- Perform any other duties that may be assigned from time to time.

**SUPERVISORY RESPONSIBILITIES:**

This job requires no supervisory responsibilities.

**EDUCATION AND EXPERIENCE (MUST BE DOCUMENTED):**

- High school diploma or equivalent preferred but not required.
- One to three months related experience and/or training; or equivalent combination of education and experience.

**CERTIFICATION, LICENSES AND ANY ADDITIONAL REQUIREMENTS:**

- Must pass pre-employment and periodic random drug screens
- Must pass pre-placement physical
- Must be able to pass background suitability investigation
- Must obtain a Tribal Gaming License
- Must provide proof of eligibility to work in the United States within 72 hours of employment

**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. Upon request, 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 stand; walk or sit; talk or hear; use hands to finger, handle or feel, reach with hands and arms; climb or balance; and stoop, kneel, crouch or crawl. The employee must regularly lift and/or move up to 50 pounds. Specific vision abilities required by this job include close vision, distance vision, peripheral vision, and ability to adjust focus.

**WORK ENVIRONMENT:**

The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job.

- Some enterprises are open 24 hours per day, seven (7) days per week; therefore, you must be flexible to work any and all hours.
- Some enterprises are gaming facilities.
- Some enterprises are not a smoke-free environment.
- While performing the duties of this job, the employee is regularly exposed to moving mechanical parts. The employee is frequently exposed to fumes or airborne particles, toxic or caustic chemicals, and vibration. The employee is occasionally exposed to outside weather conditions, extreme cold, and risk of electrical shock. The noise level in the work environment is usually loud.
- Be aware that surveillance cameras and audio equipment monitor the premises recording activity throughout the facility on a 24-hour, 7 – day per week basis.

**INDIAN PREFERENCE ACT:**

The Twenty Nine Palms Band of Mission Indians has a resolution on file with Human Resources to ensure that Indian Preference will be adhered to in the following order in accordance with IPA:

1. Tribal Members
2. Other Native Americans
3. All other ethnic groups

**I have read and understand all of the elements of the above Janitor Job Description.**

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**Signature**

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**Date**