

MERIT PROMOTION VACANCY ANNOUNCEMENT

ABERDEEN AREA INDIAN HEALTH SERVICE
DIVISION OF HUMAN RESOURCES
FEDERAL BUILDING, RM. 309, 115-4TH AVENUE S.E.
ABERDEEN, SOUTH DAKOTA 57401

ABERDEEN AREA IHS IS A SMOKE FREE ENVIRONMENT
September 12, 2008

POSITION: Billing Technician (MC5103)
#of positions: 1

LOCATION: PHS Indian Health Clinic, Business Office,
McLaughlin, South Dakota.

BEGINNING SALARY: GS-503-6 \$33,135 - \$43,076.00 Annual

VACANCY NUMBER: NP-08-0072-MC-MPP

OPENING DATE: September 15, 2008

CLOSING DATE: October 3, 2008

Applications and related documents **MUST** be received at the above address by **5:00 p.m.** on the closing date of this announcement. For information contact **Mrs. Denise J. Kester** at **(605) 226-7209**. All applications are subject to retention; requests for copies will not be honored. Applications can be faxed to **(605) 226-7668**, **(NOT RESPONSIBLE FOR UNSUCCESSFUL TRANSMISSIONS)**. Applications by e-mail will be accepted. It is the responsibility of the applicant to submit a complete application.

E-MAIL TO: denise.kester@ihs.gov

APPOINTMENT:

Permanent
 Not-To-Exceed The applicant selected for this position may be appointed to either a one year appointment or an appointment in excess of one year, depending on the status of the applicant.

WORK SCHEDULE:

Full-Time
 Part-Time
 Intermittent
 May include weekends and/or evenings

AREA OF CONSIDERATION:

IHS-Wide
 DHHS-Wide
 Commuting Area

MOVING: Travel may be paid provided all legal and regulatory requirements and travel regulations are met.

CONDITIONS OF EMPLOYMENT:

ON-CALL YES NO *call-back duty is defined as irregular or occasional work performed by an employee on a day when the work was not scheduled for the employee. This will require the employee to return to his/her place of employment within the specified timeframes.

- **Must provide AVERAGE HOURS WORKED PER WEEK on application.**
- **Applicants applying for the position may be required to be immunized, for measles and rubella, if he or she provides services or has contact with patients at the service units. Persons born before 1957 are not required to take the measles vaccine or provide proof of immunity. Special consideration may be allowed to individuals who are allergic to a component of a vaccine or have a history of severe reaction to a vaccine or who are currently pregnant.**

PROMOTION POTENTIAL: NO YES to grade(s) .

SUPERVISORY/MANAGERIAL: NO YES

may require one year probation

****Employment is contingent on a cleared suitable Background Investigation for the level required for your position. ****

PREFERENCE IN FILLING VACANCIES IS GIVEN TO QUALIFIED INDIAN CANDIDATES IN ACCORDANCE WITH THE INDIAN PREFERENCE ACT (TITLE 25, U.S.C. CODE, SECTION 472 AND 473). THE INDIAN HEALTH SERVICE IS AN EQUAL OPPORTUNITY EMPLOYER. THE INDIAN HEALTH SERVICE HAS A ZERO TOLERANCE SEXUAL HARASSMENT POLICY, IHS CIRCULAR NO. 95-11, IN PLACE WHICH IT DISSEMINATES TO ITS EMPLOYEES.

WHO MAY APPLY FOR PERMANENT POSITIONS: (1) Federal employees occupying a permanent position who have competitive civil service status or those who acquired comparable status as a result of serving in an IHS excepted service position on an Excepted appointment; (2) Indian Preference eligibles occupying a temporary position or unemployed; (3) Other sources, e.g., positions covered by severely handicapped; Reinstatement eligibles, etc; (4) Current permanent employees with Indian Preference may also apply under the

provisions of the Indian Health Service Excepted Service Examining Plan. Applicants must indicate on their application whether they are applying under the Merit Promotion Plan, Excepted Service Examining Plan, or both. Current IHS employees and those applicants eligible for reinstatement or transfer who do not indicate which procedures they are applying under will be considered under merit promotion only. "Veterans who are preference eligibles or who have been separated from the armed forces under honorable conditions after 3 years or more of continuous active service may apply."

DUTIES AND RESPONSIBILITIES: This position is located in the Business Office of McLaughlin Service Unit, McLaughlin, SD. The purpose of this position is to perform third party alternate resource billing for the service unit. The incumbent checks resources of each patient receiving service from the facility. Contacts Federal, State, and County Agencies to verify eligibility for Medicare/Medicaid, private insurance, workmen's compensation, and obtaining the applicable policy numbers. Screens the health record to ensure that all procedures are billed. Processes claims for Medicare/Medicaid, Private Insurance, Workmen's Compensation, and obtaining the applicable policy numbers. Screens the health record to ensure that all procedures are billed. Processes claims for Medicare/Medicaid and Private Insurances and follows up on incomplete, pending and denied claims. Processes Medicaid/Medicare Crossovers on a monthly basis. Works close with Patient Registration to keep accurate data in the RPMS system regarding Private Insurance information to ensure the accuracy of filing of clean claims. Assists patients with questions regarding the Business Office functions. Assists patients in completing patient registration forms and refers questions to appropriate personnel in the Business Office. Post payments from insurers Explanation of Benefits (EOB) into the accounts receivable package of the RPMS system. Prints bills and checks for accuracy before sending out the claim to the correct insurance companies. Maintains confidentiality of the patients medical information in accordance with the Privacy Act. Tracks payments utilizing the (EOB) from the private insurance health carriers.

QUALIFICATION REQUIREMENTS: Candidate must meet qualification standards as specified in **OPM Operating Manual** (Qualification Standards for General Schedule Positions) and/or the Excepted Service Qualification Standard:

GS-6: 1 year of Specialized Experience equivalent to at least the GS-5 grade level.

SPECIALIZED EXPERIENCE: Experience that equipped the applicant with the particular knowledge, skills, and abilities (KSA's) to perform successfully the duties of the position, and that is typically in or related to the position to be filled. To be creditable, specialized experience must have been equivalent to at least the next lower grade level.

EXAMPLES OF SPECIALIZED EXPERIENCE: Checks resources of each patient receiving service from the facility. Contacts Federal, State, and County Agencies to verify eligibility for Medicare/Medicaid, private insurance, workmen's compensation, and obtaining the applicable policy numbers. Keeps current filing with Private Insurance recipients to the individual patient files. Assists patients with questions regarding the Business Office functions. Post payments from insurers Explanation of Benefits (EOB) into the accounts receivable package or the RPMS systems. Tracks payments utilizing the (EOB) from the private insurance health carriers.

EXCEPTED SERVICE QUALIFICATION REQUIREMENTS: Same as above.

Your description of work experience, level of responsibility, and accomplishments will be used to determine that you meet these requirements. Applicants who meet the basic qualification requirements and **selective factors, if any, described in this announcement** will be further evaluated by determining the extent to which your work or related experience, education, training, awards, outside activities, and performance appraisal, etc., indicate you possess the knowledge, skills, and abilities described below. All applicants should provide clear, concise examples that show level of accomplishment or degree to which they possess the KSA's either on their application/resume or as a separate attachment. The information provided will be used to determine the "best qualified" candidates.

Failure to submit the supplemental questionnaire (KSA's) may result in not being considered for the position.

SUPPLEMENTAL QUESTIONNAIRE - KNOWLEDGE, SKILLS, AND ABILITIES:

- 1. Knowledge of P.L. 94-37 Title IV of Indian Health Care Improvement Act; Privacy Act of 1974; Public Law 99-272; Federal Medical Care Cost Recovery Act; Indian Health Service Third Party Internal Control Policy of 2006.**
- 2. Ability to communicate with patients, other agencies and co-workers. Understands the need for good customer service. Ability to exercise tact and pose in communicating with other agencies, co-workers, clients and patients.**
- 3. Skill in use of computer, sufficient to obtain proficiency of RPMS; especially the Third Party Billing, Accounts Receivable, Patient Registration and Scheduling Packages.**

4. **Knowledge of Medicare/Medicaid, Private Insurance Coordination of Benefits and eligibility requirements. Ability to interpret provisions of individual's health plans and group plans.**
5. **Knowledge of ICD-9-CM; CPT 4 Coding; HCPCS Codes and Reimbursable Insurance Policies and Procedures.**
6. **Knowledge and Skill to respond to 3rd Party Resource requirements on posting payments and non-payments, in an accurate and timely manner. Ability to analyze and perform follow up on denials and appeals.**

LEGAL AND REGULATORY REQUIREMENTS: Candidates must meet time-after competitive appointment, time-in-grade, and qualification requirements by the closing date of the vacancy announcement, if applicable.

HOW TO APPLY: Applicants must submit their applications to the Aberdeen Area Indian Health Service, Division of Human Resources, Federal Building, RM. 309, 115-4th Avenue, S.E., Aberdeen, South Dakota 57401. **ALL APPLICATIONS MUST INCLUDE ALL THE APPLICABLE DOCUMENTS:**

1. Applicants **MUST** submit ONE of the following: a) OF-612, Optional Application for Federal Employment; b) Resume; or c) any other written application format.
2. Current Performance Rating, if available.
3. Applicants claiming Indian Preference **MUST** submit along with their application, FORM BIA-4432, Verification of Indian Preference. **BIA FORM-4432 IS THE ONLY ACCEPTABLE FORM USED IF CLAIMING INDIAN PREFERENCE IN THE INDIAN HEALTH SERVICE.**
4. If you wish to substitute appropriate education for experience, you **MUST** submit your transcripts along with your application. If your education is appropriate for the position being filled then your education may be substituted for experience. Depending on grade level.
5. For current or former Federal employees, a copy of your latest Notification of Personnel Action (**SF-50B**).
6. **VETERAN'S PREFERENCE CERTIFICATION: Form DD-214** indicating discharge and or **Form SF-15**, claiming 10 point preference. Preference **will not be allowed unless a copy** of the DD-214 is attached to the application. Applicants claiming 10-point preference **MUST** complete an SF-15. *Application for 10-Point Veteran Preference*. Veterans who are still in the service **MAY BE** granted 5-points tentative preference on the basis of the information contained in their applications. **You MUST produce a DD-214 (Member 4 Copy) prior to the appointment to document entitlement to preference.** For information on Veteran's Preference, Please Visit: <http://www.opm.gov/veterans/html/vetsinfo.asp>

EMPLOYMENT OF PEOPLE WITH DISABILITIES:

IHS provides reasonable accommodations to applicants with disabilities. If you need a reasonable accommodation for any part of the application and hiring process, please notify **Alice LaFontaine, Staffing Officer, at (605) 226-7213**. The decision on granting reasonable accommodation will be on a case-by-case basis.

APPLICATION INSTRUCTIONS FOR PUBLIC HEALTH SERVICE COMMISSIONED CORPS CANDIDATES: Applicants should submit the following:

1. Copy of resume or curriculum vitae showing work experience, dates of employment, names and addresses of supervisors, include any education and other information reflecting individual qualifications for consideration.
- Commissioned Corp Applicants claiming Indian Preference must submit BIA form 4432 and will be evaluated against existing applicable standards.
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INFORMATION REQUIRED ON RESUMES AND OTHER APPLICATION FORMATS: Resumes or other application formats must contain all of the information listed below in sufficient detail to enable the Personnel Office to make a determination that you have the required qualifications for the position. **Failure to include any of the information listed below may result in loss of consideration for this position. Additional information will not be solicited by this office.**

- a. Announcement Number, Title, and Grade of the job for which you are applying.
- b. Full name, mailing address (with zip code) and day/evening telephone numbers (with area codes).
- c. Social Security Number
- d. Country of citizenship
- e. Veteran's preference
- f. Highest Federal Civilian Grade held (give job series and dates held).
- g. High School - Name, City, State (with zip code), and date of diploma or GED.
- h. Colleges and Universities - Name, City, State (with zip code), majors, type and year of any degrees received (if no degree show total semester/quarter hours earned) (Attach transcripts).
- i. Work experience (paid/nonpaid)-Job title (include series if a Federal job), duties, responsibilities and accomplishments (*if you describe more than one type of work, i.e., carpentry and painting, or personnel and budget, write the approximate amount of time your spent doing each*), employer's name and address, supervisor's name and phone number, starting and ending dates (month/year), **AVERAGE HOURS WORKED PER WEEK**, and salary (beginning/ending).
- j. Indicate if we may contact your current and/or former supervisor.
- k. Job-related training courses, skills, certificates, registrations, and licenses (current only), honors, awards, and special accomplishments.

DO NOT SUBMIT POSITION DESCRIPTIONS. All material submitted for consideration under this announcement becomes the property of the Division of Human Resources and is subject to verification. Careful consideration should be given to the information provided, fraudulent statements or any form of misrepresentation in the application process could result in loss of consideration for this position and or determination of unsuitability for Federal employment. If position is **RE-ANNOUNCED**, please call the Division of Personnel Management as to status of application.

SURPLUS OR DISPLACED EMPLOYEES REQUESTING SPECIAL SELECTION PRIORITY CONSIDERATION.

If you are currently a DHHS employee who has received a Reduction in Force (RIF) separation notice or a Certificate of Expected Separation (CES) you may be entitled to special priority selection under the DHHS Career Transition Assistance Program (CTAP). To receive this priority consideration you must:

1. Be a current career competitive or excepted service employee in Tenure 1 or 2 who has received a Reduction in Force (RIF) separation notice or a Certificate of Expected Separation (CES), and the date of the RIF separation has not passed and you are still on the rolls of the DHHS/IHS. You **MUST** submit a copy of the RIF separation notice or CES along with your application.
 2. Be applying for a position that is at or below the grade level of the position from which you are being separated. The position must not have a greater promotion potential than the position from which you are being separated.
 3. Have a current (or last) performance rating of record of at least fully successful or equivalent. This must be submitted with your application package.
 4. Be currently employed in the same commuting area (or nationwide for IHS employees GS-09 and above) of the position for which you are requesting priority consideration.
 5. File your application by the vacancy announcement closing date & meet all the application criteria (e.g., submit all required documentation etc.)
 6. Meet the basic qualifications for the position, any documented selective factor, physical requirements with any reasonable accommodation and is able to satisfactorily perform the duties of the position without undue interruption.
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INFORMATION FOR DISPLACED EMPLOYEES REQUESTING SPECIAL SELECTION PRIORITY CONSIDERATION UNDER THE INTERAGENCY CAREER TRANSITION ASSISTANCE PROGRAM (ICTAP).

If you are a displaced federal employee you may be entitled to receive special priority selection under the ICTAP. To receive this priority consideration you **MUST**:

1. Be a displaced Federal employee. You must submit a copy of the appropriate documentation such as a RIF separation notice, a letter from the Office of Personnel Management (OPM) or your agency documenting your priority consideration status with your application package. The following categories of candidates are considered displaced employees.
 - A. Current or former career or career-conditional (tenure group I or II) competitive service employees who:
 1. Received a specific RIF separation notice; or
 2. Separated because of a compensable injury, whose compensation has been terminated, and whose former agency certifies that it is unable to place; or
 3. Retired with a disability and shows disability annuity has been or is being terminated; or
 4. Upon receipt of a RIF separation notice retired on the effective date of the RIF and submits a Standard Form 50 that indicates Retirement in lieu of RIF; or
 5. Retired under the discontinued service retirement option; or
 6. Was separated because he/she declined a transfer of function or directed reassignment to another commuting area.
 - OR**
 - B. Former Military Reserve or National Guard Technicians who are receiving a special OPM disability retirement annuity under section 8337 (h) or 8456 of Title 5 United States Code.
2. Be applying for a position at or below the grade level of the position from which you have been separated. The position must not have a greater promotion potential than the position from which you were separated.
3. Have a current (or last) performance rating of record of at least fully successful or equivalent. This must be submitted with your application package. (This requirement does not apply to candidates who are eligible due to compensable injury or disability retirement).
4. Occupy or be displaced from a position in the same local commuting area of the position for which you are requesting priority consideration.
5. File your application by the vacancy announcement closing date & meet all the application criteria (e.g., submit all required documentation, etc.)
6. Eligible applicants will be considered "well qualified": If they attain a numerical rating of 85 or better as determined from your responses to the Knowledge, Skills, and Abilities (see "Qualifications Requirement section.")

THE INDIAN HEALTH SERVICE IS AN EQUAL OPPORTUNITY EMPLOYER.