

City of Hesperia

Employment Opportunity

EQUIPMENT OPERATOR

Vacancy— Streets Division

FINAL FILING DATE:
FRIDAY, OCTOBER 13, 2017 AT 4:30 P.M.

\$3787—\$4603 per month

CalPERS Retirement and excellent fringe benefits
(see reverse side of flyer for details)

This position is represented by Teamsters Local 1932



The Equipment Operator position will perform duties which include the operation of light, medium and heavy duty equipment in connection with various public works, replacement and repair projects, inspecting and performing routine maintenance and repair on assigned equipment, and training other personnel in the operation and maintenance of said equipment. The ideal candidate prepares and submits records of work accomplished; responds to questions and concerns from the general public; provides information and resolves complaints as is appropriate; serves as crew leader on assigned projects in the event the Supervisor and/or Senior Maintenance Worker are not present; and requires the ability to demonstrate a full understanding of applicable policies, procedures and work methods associated with assigned duties. The incumbent will be required to participate in the City's adjusted workweek schedule and the opportunity to participate in the City's After Hours On-Call Program. The incumbent will perform related and peripheral duties as necessary.

QUALIFICATIONS

Education and/or Experience: Requires the equivalent of two (2) years of increasingly responsible experience in the operation of light, medium and heavy equipment, and a high school diploma or GED; or any combination of education and/or experience that provides the knowledge, skills and abilities necessary for satisfactory job performance.

License: Possession of, or the ability to obtain a valid class "C" California driver's license.

- ◆ Must obtain a valid Class "A" California driver's license within six months of appointment.

Knowledge of: Practices, methods, equipment and materials used in the day to day operation, maintenance and repair of light, medium and heavy equipment; applicable federal, state, and local laws, codes and regulations; occupational hazards and standard safety practices, including traffic control; methods and techniques for record keeping.

Ability to: Operate, inspect, repair and maintain various types of equipment, tools and machinery used in the performance of public works construction and maintenance activities; understand and follow instructions; perform a variety of heavy manual tasks; work independently; establish and maintain effective working relationships.

Working conditions: Position requires sitting, standing, walking on level, uneven, and slippery surfaces, reaching, twisting, turning, kneeling, bending, stooping, squatting, crouching, grasping and making repetitive hand movement in the performance of daily duties. The position also requires fine coordination in preparing reports using a computer keyboard, and near and far vision in reading work related documents, inspecting work and operating equipment, and must be able to accurately perceive sounds. The need to lift, carry and push tools, equipment and supplies weighing 100 pounds or more is also required. This position works outdoors in all weather conditions, including rain, extreme heat and cold, wind, snow and ice; and work in heavy vehicle traffic conditions with frequent interruptions and noise levels ranging from 72-97 decibels. May be required to work in confined spaces and use cleaning, lubricating and water purification chemicals, which may expose the employee to fumes, dust, hazardous gas and air contaminants. The nature of the work may also require the ability to climb ladders, use power and noise producing tools and equipment, drive motorized vehicles and heavy equipment.

SELECTION PROCESS: All interested applicants are required to submit an original City application. All applications will be screened and only those candidates who best match the needs of the City will be invited to compete further in the selection process. Based on the qualifications from this recruitment's applicant pool, the City will exercise its discretion to determine the weight of testing (100%, pass/fail or a conversion 40%-60%, etc.). Testing may include a written, interview, and/or assessment examination. Applicants will receive notification regarding recruitment status within three (3) weeks of final filing date.

APPLICATIONS AVAILABLE: On the City's website at www.cityofhesperia.us, at City of Hesperia City Hall, 9700 Seventh Avenue, Hesperia, CA 92345 or call the City of Hesperia Job Line at (760) 947-1100 to have an application mailed.

POSTMARKED APPLICATIONS WILL NOT BE ACCEPTED

RECRUITMENT PW - 17-10-026 10/02/17

FRINGE BENEFITS

- Prior Public Service—CalPERS Formula 2.7% @ 55 (Employee contributes 8% (employee cost) and 1% (cost sharing) of annual salary)
- CalPERS Pension Reform Formula 2% @ 62 (Employee contributes 6.25% (normal cost) of annual salary)
- IRS 125 Plan Flexible Spending Accounts
- Health Benefits – up to \$844 per month toward medical, dental and vision insurance
- Life Insurance \$30,000 benefit (City and Employee share premium)
- Short Term and Long Term Disability Insurance participation required
- Vacation (80 hours accrued during first year)
- 11 holidays
- Sick leave (96 hours per year)
- Employee Assistance Program available
- Tuition Reimbursement Program (Up to \$1,500 a fiscal year available for eligible employees)
- 457 (b) Deferred Compensation Program available
- 9/80 Work Schedule/Adjusted Workweek Schedule participation required
- The City **does not** participate in the Social Security program, except for the mandatory 1.45% Medicare Contribution

ADJUSTED WORKWEEK SCHEDULE

Management is authorized to change normal work schedules for new employees to include closed Fridays, Saturdays, and potentially Sundays to serve the customer service needs of the City and save overtime costs. Reasonable notice of two weeks must be provided unless the normal work schedule change is mutually agreed to by the supervisor and employee.

THE COMMUNITY

Serving as the Gateway to the High Desert, the City of Hesperia is conveniently located at the foot of the San Bernardino Mountain Range, 35 miles north of San Bernardino, 90 miles northeast of Los Angeles, and 195 miles south of Las Vegas, at the intersection of Highway 395 and Interstate 15. With an elevation of 3,250 feet, Hesperia is one of the largest cities in California, with an area of approximately 75 square miles, its adopted sphere of influence extends its geographic reach by an additional 36 square miles. Incorporated in 1988, the City of Hesperia's population is approximately 96,000. Hesperia offers the best of Southern California lifestyle with clean air, over 350 days of sunshine and deep blue skies that attract businesses and residents alike. With its strategic location, Hesperia is posturing itself to be a major distribution and logistics hub in the Southern California Region.

CITY GOVERNMENT

The City of Hesperia is a general law city with a council-manager form of government. Hesperia has a five member City Council who are elected at-large to staggered, four-year terms. Council members also serve as the governing board of the Water District and Fire District. With a full time staff of 174, city departments include: City Manager (City Clerk and Information Technology), Management Services (Finance and Human Resources/Risk Management), Development Services (Building and Safety, Engineering, Planning, Animal Control, and Code Enforcement), Public Works (Street Division and Water Division), and Economic Development. The City contracts for its Police and Fire services from the County of San Bernardino.

ADA COMPLIANCE REASONABLE ACCOMMODATION FOR THE DISABLED

The City of Hesperia makes reasonable accommodation for the disabled, including an obligation to ensure that only the essential duties of the position are required to be performed. Individuals with disabilities requiring any accommodation, in order to participate in the testing process, must inform the Human Resources Division of the City of Hesperia in writing no later than the final filing date as stated on the job flyer. Also, those applicants needing such accommodations should document this request, including an explanation as to the type and extent of accommodations as well as documentation from a qualified authority of the requirements needed to participate in the selection process and/or perform the duties of the job for which they have applied.

IMMIGRATION LAW

All new employees hired by the City must present written proof of identity and entitlement to work in the United States by providing documentation in accordance with the Immigration Reform Act of 1986.

BACKGROUND CHECK

Prior to appointment, all candidates must successfully pass a confidential background investigation, which includes fingerprinting, drug and alcohol testing and medical examination.

The provisions of this bulletin do not constitute a contract expressed or implied, and any provisions contained in this bulletin may be modified or revoked without notice.

There is a no smoking policy in effect within City offices and vehicles.

**AN EQUAL OPPORTUNITY EMPLOYER
WOMEN, MINORITIES, AND DISABLED INDIVIDUALS
ARE ENCOURAGED TO APPLY
THE CITY OF HESPERIA IS A DRUG-FREE WORKPLACE**