



County of Santa Cruz

invites you to apply for

Heavy Equipment Mechanic I

Salary: \$5,846–7,379/Month

Heavy Equipment Mechanic II

Salary: \$6,775 – 8,550 / Month

Supplemental Questionnaire Required

Open and Promotional

Closing Date: Friday, November 7, 2025

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www.santacruzcountyjobs.com

County Equity Statement

Equity in action in Santa Cruz County is a transformative process that embraces individuals of every status, providing unwavering support, dignity, and compassion. Through this commitment, the County ensures intentional opportunities and access, fostering an environment where everyone can thrive and belong.

THE JOB

The ideal candidate is a reliable and safety-focused mechanic with experience—or a strong interest—in maintaining and repairing diesel and gas-powered public works vehicles and equipment. They are capable of (or eager to learn) diagnosing issues, performing routine maintenance, and making effective repairs on heavy equipment, trucks, and other fleet vehicles. Whether entry-level or experienced, the candidate works well in a team, follows safety protocols, and takes pride in supporting essential public services through high-quality mechanical work.

The list established will be used to fill the current vacancy and it may also be used to fill other vacancies during the life of the eligible list.

THE REQUIREMENTS

Any combination of training and experience that would provide the required knowledge and abilities is qualifying. A typical way to obtain this knowledge and abilities would be:

Heavy Equipment Mechanic I:

One year of experience in the maintenance and servicing of automotive, road construction or other heavy equipment, including some engine repair work or formal training in engine repair.

Heavy Equipment Mechanic II:

Two years of experience performing duties comparable to those of a Heavy Equipment Mechanic I in the County of Santa Cruz.

SPECIAL REQUIREMENTS/CONDITIONS:

License Requirements: Possession of a valid California class C driver license; and, within six months from hire, possession of a valid class A driver license with Tank Endorsement. Some positions may require Hazardous Materials endorsement.

Special Working Conditions: Exposure to: variable temperatures and weather conditions; confined work spaces; heights, such as on ladders and equipment; high levels of noise; infections which might cause chronic disease or death; electrical hazards; dust and silica dust; allergens, such as poison oak and stinging insects; unpleasant odors; and, the possibility of experiencing burns, bodily injury, exposure to non-ionizing radiation; and contact with toxic substances or chemical irritants.

Other Special Requirements: Alcohol and drug tests will be administered to all candidates prior to final selection for positions requiring class A or B driver licenses upon entry and to employees in positions requiring these licenses, as mandated by Department of Transportation federal regulations. In addition, all candidates must provide specific employment history for up to the past ten years for all jobs they have held which required operation of a commercial motor vehicle.

Incumbents must provide the basic required tools upon employment and must provide the additional required tools within twelve months of employment.

Mechanic Tool Allowance: Employees in this classification shall be eligible to receive a tool reimbursement of up to a maximum of \$1,000 per contract year, which shall be paid following presentation of receipts documenting the purchase.

REQUIRED KNOWLEDGE AND ABILITIES CAN BE FOUND HERE:

<https://www2.santacruzcountyca.gov/personnel/Specs/EC9spec.html>

THE EXAMINATION

Your application and supplemental questionnaire will be reviewed to determine if you have met the education, experience, training and/or licensing requirements as stated on the job announcement. If you meet these criteria and are one of the best qualified, you may be required to compete in any combination of written, oral and/or performance examinations or a competitive evaluation of training and experience as described on your application and supplemental questionnaire. You must pass all components of the examination to be placed on the eligible list. The examination may be eliminated if there are ten or fewer qualified applicants. If the eligible list is established without the administration of the announced examination, the life of the eligible list will be six months, and your overall score will be based upon an evaluation of your application and supplemental questionnaire. If during those six months it is necessary to administer another examination for this job class, you will be invited to take the examination to remain on the eligible list.

HOW TO APPLY: Apply online at www.santacruzcountyjobs.com or mail/bring an application and supplemental questionnaire to: Santa Cruz County Human Resources Department, 701 Ocean Street, Room 510, Santa Cruz, CA 95060. For information, call (831) 454-2600. Hearing Impaired TDD/TTY: 711. Applications will meet the final filing date if received: 1) in the Human Resources Department by 5:00 p.m. on the final filing date, 2) submitted online before midnight of the final filing date.

Women, people of color and people with disabilities are encouraged to apply. If you have a disability that requires test accommodation, please call (831) 454-2600.

To comply with the 1986 Immigration Reform and Control Act, Santa Cruz County verifies that all new employees are either U.S. citizens or persons authorized to work in the U.S.

Some positions may require fingerprinting and/or background investigation.

SUPPLEMENTAL QUESTIONNAIRE

HEAVY EQUIPMENT MECHANIC I & II

The supplemental questions are designed specifically for this recruitment. Applications received without the required supplemental information will be screened out of the selection process. Employment experience referred to in your response must also be included in the Employment History section of the application.

NOTE: Please answer the question(s) below as completely and thoroughly as possible, as your answer(s) may be used to assess your qualifications for movement to the next step in the recruitment process.

1. Do you possess a valid commercial driver license? If "yes" you must complete 1B below.

☐ NO ☐ YES

1B. Please list which class of license you have and any endorsements.

2. Describe your experience in the maintenance and servicing of automotive, road construction, or other heavy equipment. Include in your answer the types of vehicles and/or equipment worked on, the types of maintenance and repairs performed, and the employer for which you performed these tasks.

3. Describe your experience performing engine repair work. Include in your answer the types of engines worked on, the types of repairs made, and the employer for which you performed these tasks.

4. List any formal training you have received in vehicle or equipment engine repair. For each class, list the class title, name of school, dates attended, and certificates received.

5. In the last ten (10) years, have you had any job that required you to operate a commercial vehicle?

☐ NO ☐ YES

If "Yes" you must complete the work history described in Question 5B (below).

5B. Department of Transportation federal regulations require that the County of Santa Cruz obtain specific employment history from you for any and all jobs you have had in the last ten (10) years that require you to operate a commercial motor vehicle. You must provide all the information listed below.

- Name and address of former employers
- Dates of employment (from and to)
- Number of hours worked per week
- Type of vehicle driven/ equipment used
- Reason for leaving

EMPLOYEE BENEFITS

ANNUAL LEAVE – 22 days first year, increasing to 37 days after 15 years of service. Available for vacation and/or sick leave.

HOLIDAYS – 14 paid holidays per year.

BEREAVEMENT LEAVE – 3 days paid in California, 5 days paid out-of-state.

MEDICAL PLAN – The County contracts with CalPERS for a variety of medical plans. For most plans, County contributions pay a majority of the premiums for employees and eligible dependents.

DENTAL PLAN – County pays for employee and eligible dependent coverage.

VISION PLAN – County pays for employee coverage. Employee may purchase eligible dependent coverage.

RETIREMENT – Pension formula 2% at age 60 or 2% at age 62 as determined based on provisions of the CA Public Employees' Pension Reform Act of 2013 (PEPRA). Pension benefit determined by final average compensation of three years. County participates in Social Security.

LIFE INSURANCE – County paid \$20,000 term policy. Employee may purchase additional life insurance.

DISABILITY INSURANCE – Employees in the General Representation Unit participate in the State Disability Insurance (SDI) program. This program is funded 100% by employee payroll deductions.

DEPENDENT-CARE PLAN – Employees who make contributions for child or dependent care may elect to have their contributions made utilizing "pre-tax dollars."

H-CARE PLAN – Employees who pay a County medical premium may elect this pre-tax program.

HEALTH CARE FLEXIBLE SPENDING ALLOWANCE (HCFSA) – Employees may elect this pre-tax program to cover qualifying health care expenses.

DEFERRED COMPENSATION – A deferred compensation plan is available to employees.

Note: Provisions of this bulletin do not constitute an expressed or implied contract.
County of Santa Cruz

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