

# County of Santa Cruz

INVITES YOU TO APPLY FOR:



## TRANSFER TRUCK DRIVER

Supplemental Questionnaire Required

Promotional Only

Job # 25-MW4-01

Salary: \$6,496 – 8,199 / Month

Closing Date: Monday, August 25, 2025

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### 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.*

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**THE JOB:** Under general supervision, operate a three (3) axle commercial vehicle pulling various trailers; perform related duties as required in connection with the collection and disposal of refuse, and other various diversion commodities. Positions in this class operate three (3) axle commercial trucks and commercial trucks with attached trailers including van type trailers with a walking floor used in the transportation and unloading of refuse, and other diversion commodities. **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:

One year of experience operating a three (3) axle commercial vehicle pulling various trailers, trucks or tractors pulling a set of doubles; Successful completion of an accredited truck driving training course on three (3) axle commercial vehicles pulling various trailers



may be substituted for six months experience. (Training course must be recognized by the State of California as an accredited training course in the operation of heavy trucks on State highways); **OR** two and one half (2 ½) years experience equivalent to a Heavy Equipment Operator or Disposal Site Maintenance Worker with Santa Cruz County with a minimum of six (6) months of experience driving three (3) axle trucks.

### **SPECIAL REQUIREMENTS, CONDITIONS:**

**License Requirements:** Possession of a valid California Class A driver license to operate a combination truck and trailer with a kingpin/fifth wheel configuration with a Tank Endorsement. Some positions may require a Hazardous Materials endorsement and will be required within 6 months of being assigned to that position.

**Special Working Conditions:** Exposure to variable temperatures and weather conditions; heights, such as fourteen foot ladders; high levels of noise; strong, unpleasant odors; infections which might cause chronic disease or death; dust and silica dust; allergens, such as stinging insects and poison oak; vibration, such as when operating pneumatic equipment or from the normal operation of a diesel truck; and the possibility of experiencing burns or bodily injury; exposure to non-ionizing radiation; and the possibility of contact with toxic substances or chemical irritants.

**Other Special Requirements:** Incumbents are required to work weekends and holidays.

**Note:** 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.

**Knowledge:** Thorough knowledge of routine inspection and maintenance as required in California State Vehicle Code. Working knowledge of the safe operation of a three (3) axle truck with attached trailer; and all appropriate laws pertaining to the operating of said vehicle on public roadways; and drivers' responsibilities contained in Motor Carrier Safety Title 13 of the California Administrative Code. Some knowledge of occupational hazards.

**Ability to:** Drive a 3 axle articulated truck and trailer combination in a smooth, careful, and safe manner; recognize and take necessary precautions against hazardous driving conditions; follow oral and written directions; deal courteously and effectively with the public; establish and maintain cooperative relationships with those contacted in the course of work; follow basic safety policies and procedures; accurately complete report forms; perform heavy physical labor, which involves pushing and pulling weights of up to 75

pounds; may require lifting of up 100 pounds with the assistance of another individual to mount a tire, or to position equipment blades; and to hear and distinguish various sounds, such as voices of co-workers in noisy environments and the sound of operating equipment.

**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 in 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](http://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.

## **TRANSFER TRUCK DRIVER – SUPPLEMENTAL QUESTIONNAIRE**

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. A) Do you have a valid (unrestricted) class A California Driver License? YES\_\_\_\_ NO \_\_\_\_  
B) Do you have a valid Tank Endorsement? YES\_\_\_\_ NO \_\_\_\_

2. What skills and competencies do you have which will make you an ideal choice for this truck driving role?

3. As a commercial driver, what are your primary responsibilities and requirements at the start and end of a typical work shift?

4. List any truck driver training courses you have completed. Include the name of the course and the date you completed it.

5. In the past ten (10) years, have you had any jobs that required you to operate a commercial motor vehicle and possess a Class A or Class B Commercial Driver License? If you answered YES, complete the work history described in Question 6.

YES\_\_\_\_

NO \_\_\_\_

6. 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 required you to operate a commercial motor vehicle.

You must provide **all** of 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**

[www.santacruzcountyjobs.com](http://www.santacruzcountyjobs.com)

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