

# County of Santa Cruz

INVITES YOU TO APPLY FOR:



## PUBLIC WORKS MAINTENANCE WORKER III

Supplemental Questionnaire Required

Promotional Only

Job # 26-MU7-01

Salary: \$6,219 – 7,859 / Month

Closing Date: Friday, June 5, 2026

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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, perform maintenance and construction activities on roads, bridges and drainage facilities; operate complex heavy equipment; construct and maintain street signs and traffic control signs; direct the work of inmate laborers; trim and remove trees; serve as a crew leader of a small crew; and perform other duties as required. **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 performing duties comparable to those of a Public Works Maintenance Worker II in the County of Santa Cruz. For specialized assignments, two years of experience performing duties in the area of the specialization, which would provide the required knowledge and abilities.

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

#### **License, Certificate Requirements:**

**Tree Trimmer Assignment:** Possession of a valid California class C driver license; within six months from hire, possession of a valid California class A driver license including Tank Endorsement; and Certification as a Qualified Line Clearance Tree Trimmer as approved by the California Occupational Safety and Health Administration.



**All Other Assignments:** Possession of a valid California class B driver license; and within six months from hire, possession of a valid California class A driver license with Tank Endorsement.

**Special Working Conditions:** Exposure to: Variable temperatures and weather conditions; cramped work spaces; heights, such as on equipment, on cliffs or in the bucket of a bucket truck; high levels of noise; strong, unpleasant odors; vibration; dust and silica dust; potentially hostile or violent individuals; electrical hazards; allergens, such as poison oak and stinging insects; the possibility of experiencing burns, bodily injury, and contact with toxic substances and chemical irritants; working alone in isolated areas; and, for some assigned tasks, possible exposure to needles or blood which could possibly result in chronic disease or death.

**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.

Availability to work irregular hours, including responding to twenty-four-hour emergency calls.

**Knowledge:** For all assignments, working knowledge of safe road construction practices; the operation and routine maintenance of trucks and light road construction equipment; the proper use of hand and power tools commonly used in public works maintenance work. Some knowledge of the basic principles of supervision and training. For road and drainage assignments, additional working knowledge of the safe operation of complex heavy road construction equipment and basic methods and materials used in road, bridge or drainage maintenance work. For tree trimmer assignment, additional working knowledge of safe and accepted techniques for limbing, topping, felling and heavy tree removal; the method of operation of aerial lift trucks; aerial rescue techniques; safe climbing practices, including the proper use of ropes, saddles and tree gaffs; and the use of hydraulic tools and gas-powered chain saws. For the street sign assignment, additional working knowledge of standard traffic signs and of County procedures related to the use and location of standard traffic signs.

**Ability to:** Work while standing for up to eight hours per day; understand and carry out oral and written instructions; use and operate tools and equipment efficiently and safely; skillfully operate complex heavy equipment used in road construction work; effectively direct the work of a small crew engaged in a variety of public works maintenance activities; train Public Works Maintenance Worker I and II in the operation of equipment and the performance of specialized maintenance activities; prepare written and oral reports related to the activities performed by assigned crew; work cooperatively with others as part of a crew; lift items weighing up to 75 pounds; perform tasks requiring strength, such as shoveling, lifting equipment and materials into trucks, climbing over rough terrain, and using chain saws and pole saws; drive vehicles, such as pick-up trucks, two-axle dump trucks and flatbed trucks; learn to operate heavy equipment, such as motor graders, hydraulic excavators and cranes; distinguish colors, such as color-coded underground service alert markings and color-coded traffic signs; put on, wear and use a respirator and other required safety gear, such as hard hats, gloves, safety glasses and ear protection; and hear and distinguish various sounds, such as voices of workers in noisy environments and sounds of operating equipment. Additional abilities required for tree trimmer assignment include skillfully operate complex equipment, including aerial lift trucks; safely perform aerial rescue techniques. Additional abilities required for street sign assignment include read, understand and apply rules and specifications relating to the construction and placement of traffic control and street signs and accurately gauge size, shape, form and proper visual effect of letters, symbols and sign stock when constructing signs.

**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.

**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.

### **PUBLIC WORKS MAINTENANCE WORKER III – 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. Describe your knowledge and experience in the following crews/areas: roads operations, drainage operations, special crew and specialized equipment on these crews.
2. Give a detailed example of how you motivated or used motivational skills to guide or help guide a crew to use teamwork to complete a project.
3. Describe your experience operating heavy equipment; the type of equipment, jobs performed with the equipment and specialized road projects completed with heavy equipment.
4. In the past three (3) 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, please complete the work history described in Question 5.

NO

YES

5. Department of Transportation federal regulations require that the County of Santa Cruz obtain specific employment history from you for all jobs you have had in the last three (3) 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

**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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