

County of Santa Cruz

INVITES YOU TO APPLY FOR:



Heavy Equipment Operator- Disposal Site

Supplemental Questionnaire Required

Open and Promotional
Job # 26-MW7-01

Salary: \$6,756-8,526 / Month

Closing Date: Friday, September 11, 2026

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: Under general supervision, safely operate and perform routine maintenance on heavy earth moving equipment at solid waste disposal sites; perform the duties of disposal site worker on a relief basis; 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 equivalent to the class of Public Works Maintenance Worker III or above with the County of Santa Cruz that included the operation of bulldozers, scrapers, compactors and loaders,

OR



Two years of experience equivalent to the class of Disposal Site Maintenance Worker with the County of Santa Cruz that included successful training in the operation and routine maintenance of bulldozers, scrapers, compactors and loaders.

SPECIAL REQUIREMENTS/CONDITIONS:

License Requirement: Possession of a valid California class B driver license; and within six months from hire, possession of a valid class A driver license.

Alcohol and Drug Tests: 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.

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

Knowledge: Thorough knowledge of safety practices in the use of heavy and light earth moving equipment. Working knowledge of the operation, preventive maintenance, and capabilities and limitations of heavy earth moving equipment including large bulldozers, scrapers and loaders. Some knowledge of occupational hazards and standard safety practices as they apply to solid waste disposal operations.

Ability to: Skillfully operate heavy earth moving equipment such as bulldozers, scrapers, compactors and loaders; understand and carry out oral and written instructions; make minor repairs to heavy equipment; make simple arithmetic calculations; deal courteously and effectively with the public; establish and maintain cooperative relationships with those contacted in the course of work; perform heavy physical labor for extended periods of time and under all types of outdoor weather conditions.

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 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 is 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

LIVE Here

WORK Here

PLAY Here

HEAVY EQUIPMENT OPERATOR-DISPOSAL SITE
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. Do you currently possess a valid California Commercial Driver License?

☐ Yes

☐ No

2. If yes, what Class of California Commercial Driver License do you hold?

☐ Class A

☐ Class B

3. Describe your experience operating each type of equipment listed below. For every equipment type, please provide these specific details:

-Employer(s)

-Length of experience (months or years)

-Projects/assignments and detailed operating experience.

If you have no experience operating a particular type of equipment, indicate "No experience."

Provide your response separately for each of the following equipment types:

1. Bulldozers

2. Scrapers

3. Compactors

4. Loaders

5. Backhoes

6. Forklifts

7. Tractor-Trailer Trucks

8. Other 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, complete the work history described in Question 5.

☐ Yes

☐ No

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