



County of Santa Cruz

invites you to apply for

Disposal Site Maintenance Worker

Supplemental Questionnaire Required

Open and Promotional

Salary: \$6,077 – 7,672 / Month

Closing Date: Friday, October 24, 2025

Live here, Work here, Play here

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 will possess a combination of technical skills, reliability, and customer service abilities that support the safe and efficient operation of landfill and recycling facilities. They will demonstrate experience in building and grounds maintenance, as well as proficiency in operating and maintaining heavy equipment. The successful candidate will be dependable, show up consistently, and take pride in being punctual and completing assignments responsibly. They will be detail-oriented and capable of accurately monitoring landfill gas systems, measuring and inspecting refuse, and collecting fees in accordance with established procedures. Strong communication skills and a customer-focused approach are essential, particularly when assisting the public in recycling and diversion areas. The ideal candidate will also be adaptable, able to perform a wide variety of tasks in both independent and team settings, and committed to maintaining a safe, clean, and environmentally responsible worksite.

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 which has included maintenance of buildings or grounds.

Or

One year of experience performing duties comparable to those of a Recycling Center Specialist in the County of Santa Cruz.

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.

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.

SUPPLEMENTAL QUESTIONNAIRE

DISPOSAL SITE MAINTENANCE WORKER

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. If you do not have experience in an area, you may answer 'None' or 'Not applicable'.

1. Describe in detail your on-the-job work experience performing the maintenance of buildings and/or grounds.
2. Describe your experience providing customer service in a fast-paced environment.
3. Describe in detail your on-the-job work experience doing repetitive heavy physical labor such as cleaning ditches, lifting heavy items, carrying heavy items over uneven ground, and if you have experience sorting recyclables in a work environment.
4. Describe in detail your on-the-job work experience operating commercial vehicles such as 10-wheel dump trucks, roll off trucks, 3 axle water trucks, etc.
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 all jobs you have had in the last ten (10) years that require 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