COUNTY OF SANTA CRUZ

INVITES YOU TO APPLY FOR:



Sanitation Maintenance Worker I

Open & Promotional

Job #26-MR1-01

Supplemental Questionnaire Required

Salary: $5,392 – 6,808 / Month

Closing Date: Monday, November 23, 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.

If you are a dependable, hardworking individual looking to start a career in wastewater maintenance, we invite you to join our team. Become part of a dedicated workforce that takes pride in maintaining essential infrastructure and protecting the environment, health and well-being of our community.

THE JOB: Under general supervision, perform a wide variety of tasks related to the maintenance and repair of pump stations and sewer lines and the maintenance of wastewater treatment and water treatment plants; and perform other duties as required. Sanitation Maintenance Worker I is the trainee level in the series. Under close supervision, incumbents assist in sewer line maintenance and repair and perform routine cleaning and servicing activities on pumps and pump station facilities. Incumbents will normally advance to the Sanitation Maintenance Worker II classification after one year of satisfactory service at the Sanitation Maintenance Worker I level. **The list established from this recruitment will be used to fill current and future full-time vacancies during the life of the eligible list.**

Key qualities include: Ability to perform mechanically oriented tasks related to servicing pumps and maintaining sewer lines and pump stations; Understanding of basic safety practices and the ability to follow procedures to ensure a safe working environment; Capable of performing physically demanding tasks, such as lifting heavy equipment, shoveling, and working in confined spaces; Ability to work cooperatively as part of a small crew, communicating effectively with team members and the public; Diligence in following instructions, keeping accurate records, and conducting routine maintenance tasks with precision; Willingness to work in various environmental conditions, respond to emergencies, and perform a wide range of sanitation maintenance tasks.

Candidates with a basic knowledge of common hand tools, electrical and plumbing concepts, and experience in manual labor are encouraged to apply.

THE REQUIREMENTS: Any combination of education and experience, which would provide the required knowledge and abilities, is qualifying, unless otherwise specified. A typical way to obtain the knowledge and abilities would be:

No prior experience is required for this entry-level position, but a willingness to learn and grow within the role is essential.

SPECIAL REQUIREMENTS, CONDITIONS:

License Requirement: Possession of a valid California class C driver license; and within twelve months from hire, possession of a valid class B driver license including Tank Endorsement.

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 three years for all jobs they have held which required operation of a commercial motor vehicle.

Federal Motor Carrier Safety Administration (FMCSA) Clearinghouse Review: Prior to appointment and as a condition of employment, a full query of the FMCSA Drug and Alcohol Clearinghouse will be conducted. Applicants must be eligible to perform safety-sensitive functions under applicable FMCSA regulations. Applicants who are in prohibited status in the FMCSA Clearinghouse will not be eligible for appointment to positions requiring the performance of safety-sensitive functions.

Knowledge: Some knowledge of the use of common hand tools; Basic electrical and plumbing concepts; Basic safety practices and procedures related to performing unskilled manual work.

Ability to: Read and understand manuals and maps; Understand and follow oral and written instructions; Keep simple written records; Learn to use tools and equipment safely and efficiently; Learn to read and interpret gauges and make simple chemical tests; Interact effectively with the public; 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 onto trucks, climbing over rough terrain, pulling hoses up embankments, positioning a hose full of sludge or climbing three flights of stairs up to ten times per hour; Perform tasks requiring manual dexterity, such as calibrating equipment, assembling tools and machinery and pouring chemicals; Learn to operate equipment used in sanitation work including a television van, flush truck, vacuum truck, and dump truck; Drive vehicles, such as pick-up trucks and utility trucks; Distinguish colors, such as color-coded wires and chemical test guides; Work in low light conditions, such as in access holes; Put on, wear and use a respirator, a self-contained breathing apparatus and other safety equipment, such as hard hats, gloves, and ear and eye protection and safety shoes; Hear and distinguish various sounds, such as the voices of workers in noisy environments and the sounds 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 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

SANITATION MAINTENANCE WORKER I – 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 experiences referred to in your response must also be included in the Employment History section of the application.

Answer the questions below as completely and thoroughly as possible, as your answers may be used to assess your qualifications for movement to the next step in the recruitment process.

1. List and describe any experience you have with hand tools, power tools, and learning/following safety practices.

2. Describe any commercial work experience you have in electrical work, plumbing work, or other types of construction or maintenance.

3. Describe any experience you have working in confined/tight spaces, working outdoors, and/or working in inclement weather.

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.

____ YES ____ NO

5. Department of Transportation federal regulations require that the County of Santa Cruz obtain specific employment history for any and all jobs that you have held in the last three (3) years that required you to operate a commercial motor vehicle. For each of these jobs, you must provide the information requested below. Starting with the most recent employment, list:

- name and address of former employers
- dates of employment (from and to)
- number of hours worked per week
- type of vehicle driven
- reason for leaving