

# County of Santa Cruz

INVITES YOU TO APPLY FOR:



## Sanitation Maintenance Worker III

Supplemental Questionnaire Required

Open and Promotional

Job # 26-MR5-01

Salary: \$6,406 – 8,088 / Month

Closing Date: Friday, February 13, 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 direction, perform a wide variety of sanitation maintenance tasks. Incumbents function either as a lead worker directing a small crew performing routine sanitation maintenance tasks or as an expert in a specific area of sanitation maintenance performing specialized projects, and perform other duties as required.

***The current need is for full-time; however, the list established from this recruitment may be used to fill current and future vacancies for full-time, part-time, substitute, and extra-help (temporary) positions 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 the knowledge and abilities would be:

***One year of experience performing duties comparable to those of a Sanitation Maintenance Worker II in Santa Cruz County which would demonstrate possession of the knowledge and abilities required for the assignment.***

## **Special Requirements, Conditions:**

**License Requirements:** *Possession of a valid California class B driver license, with Tank Endorsement.*

**Certification Requirements:** Within one year of appointment, must obtain either a Grade I or higher Collection System Maintenance certificate, a Grade I or higher Mechanical Technologist Certificate, or equivalent certificates issued by the California Water Environment Association.

**Special Working Conditions:** Exposure to: variable temperatures and weather conditions; confined work spaces, such as being lowered into and performing work in access holes; heights, such as on ladders; high levels of noise; strong, unpleasant odors; electrical hazards; raw sewage; dust; the possibility of experiencing burns, bodily injury or contact with toxic substances or chemical irritants; possible exposure to infections which might cause chronic disease or death; and working alone in isolated areas.

**Other Special Requirements:** Alcohol and drug tests will be administered to all candidates prior to final selection for positions requiring class 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:** Working knowledge of the methods, procedures, tools, equipment, and materials used in the maintenance and repair of one or more of the following: wastewater collection lines, wastewater transmission equipment and facilities as well as safety practices and procedures relevant to sanitation maintenance operations. Some knowledge of the principals of supervision and training.

**Ability to:** Read and understand maps, blueprints, diagrams and manuals; maintain detailed records and prepare written and oral reports; communicate clearly orally and in writing; learn to store and retrieve information using a personal computer; read and interpret gauges and perform chemical tests; determine materials and equipment needed to perform a job; maintain cooperative relationships with coworkers and others contacted through the course of work; interact effectively with the public; 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; drive vehicles, such as pickup trucks, utility trucks, vacuum trucks, flush trucks, and dump 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; and 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](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.

**Note: Provisions of this bulletin do not constitute an expressed or implied contract.**

**County of Santa Cruz**

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

**LIVE** Here

**WORK** Here

**PLAY** Here

## **SANITATION 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 experiences referred to in your response must also be included in the Employment History section of the application.**

**NOTE: Please 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. Describe your training and experience working with wastewater collection systems, wastewater equipment, or sanitation maintenance facilities. Please specify the length of your experience and the duties you performed.

2. Please describe your experience with asset management software and your use of technology or digital tools to track, manage and support your project planning.

3. Do you have a valid California Class A or B Driver License with Tank Endorsement?

☐ YES ☐ NO

If yes, provide the following information in the space below:

- Class of License
- Type of Endorsement

4. 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, 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 from you for any and 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