



SENIOR SANITATION OPERATOR

SALARY: \$4,923 - \$5,983/month

FILING DEADLINE: 10/17/2023

THE POSITION

Under general supervision, Senior Sanitation Operators provide lead direction and operate vehicles and various heavy equipment in the collection of municipal solid waste green waste and/or recyclables on an assigned route; and participates in community clean-up activities. Our organization's statement of purpose and reason for existence: We ensure the preservation of our community's environment, collect, and manage Green Waste, Refuse and Recyclables in a professional, safe, and efficient manner through teamwork, education, and high-quality service. Incumbents participate in the collection of discarded waste materials; in community clean-ups; conducts all activities according to the delivery and collection schedule; and courteously serves the public. Senior Sanitation Operators work independently in the field making decisions in accordance within established policies.

Incumbents may be required to work in adverse weather conditions, weekends, and holidays. Incumbents are required to participate in pre-employment and random drug testing.

The ideal candidates should possess strong customer service skills, be safety minded, and be able to deal with the public in a positive and courteous manner.

Full job description may viewed at:

<https://www.fresno.gov/wp-content/uploads/2023/05/Senior-Sanitation-Operator.pdf>

There are multiple vacancies in the Solid Waste Management Division. Immediate and future vacancies will be filled from this eligible list for a period of three (3) months from the date the eligible list is created, with the option of extending the period at the City's discretion. Should the competitive process be suspended for this recruitment, the eligibility list may be limited to three (3) months.

THE REQUIREMENTS

These are the entrance requirements to the examination and do not assure a place on the eligible list.

Possession of a High School Diploma, GED, or equivalent;

AND

Two (2) years of experience performing solid waste collection activities, which includes experience operating a roll off, side, or rear loader and articulator loader.

Possession of a valid Class B California Driver's License, without airbrake restriction, at time of application and maintain a valid Class B California Driver's License for the entire term of employment in this classification. APPLICANTS MUST SUBMIT, AT THE TIME OF APPLICATION, A CURRENT COPY OF THEIR DRIVING RECORD FROM THE STATE DEPARTMENT OF MOTOR VEHICLES (DMV) ISSUED NO LATER THAN ONE MONTH PRIOR TO SUBMITTING OF APPLICATION. Please view instructions on how to attach documents to your application below.e

Eligibles certified for consideration for this position will be required to successfully pass a Department interview and a Department of Justice fingerprint process prior to employment with the City of Fresno.

Some positions have been designated as being "safety sensitive" and require all eligibles offered employment to successfully pass a drug test prior to employment. Federal law requires individuals applying for positions involving the operation of certain transit vehicles, revenue service vehicles, the transportation of hazardous materials, or heavy equipment over 26,001 pounds requiring a commercial driver's license, must undergo pre-employment drug testing as a condition of employment. This classification is subject to random drug and alcohol testing throughout entire term of employment in this class.

THE SELECTION PROCESS

The examination process may consist of the following:

WRITTEN EXAMINATION (50%) - A job-related written exam will be administered which may test a candidate's knowledge in the following areas: ability to apply good judgment/interpersonal skills with those contacted during the course of work; reading comprehension; recordkeeping; knowledge of various waste collections disposal equipment; apply residential service rules, map reading, vehicle maintenance and preoperational vehicle checks, safety, and traffic laws/ordinances applicable to vehicle operation. The written examination is tentatively scheduled for the week of November 6th, 2023.

Of those candidates who achieve a passing score on the written examination, only the top scoring candidates plus ties will be invited to the oral examination.

ORAL EXAMINATION (50%) - A panel of subject matter experts will conduct a job related oral examination to assess a candidate's knowledge of modern methods, techniques, principles, and procedures used in coordinating, developing, and implementing waste collection programs; ability to enforce necessary precautions and safely operate necessary equipment, and maintain effective working relationships or other topics related to a candidate's training, experience and qualifications for the position of Senior Sanitation Operator. Candidates must achieve a passing score in their oral exam to achieve placement on the eligible list. The Oral Examination is tentatively scheduled for the week of December 4th, 2023.

Passing scores of both the written and oral examination will be combined and used to determine your final score and placement on the eligible list.

The City reserves the right to amend any phase of the examination process should there be a limited number of successful candidates. Should such amendment be exercised, a candidate's final score and placement on the eligible list would be based upon the completed examination phase(s).

PAY, BENEFITS & SCHEDULE

BENEFITS: UNIT 1 Classification - International Union of Operating Engineers, Stationary Engineers- IUOE (Local 39)

HEALTH INSURANCE: The City contributes toward monthly premiums for PPO medical, dental and vision for employee and dependents.

FLEXIBLE SPENDING ACCOUNT: IRS 125 Plan for health and dependent care expenses.

DEFERRED COMPENSATION: Voluntary 457 plan with Fidelity Investments to increase your retirement savings.

VACATION LEAVE: Accrue 8-15 hours per month.

SICK LEAVE: Eight (8) hours per month, available after 90 days.

SUPPLEMENTAL SICK- 40 hours per fiscal year. 80 hours lifetime maximum

HOLIDAYS: Ten (10) City-observed annual holidays plus birthday and two (2) personal days.

SHORT TERM DISABILITY: Provided through California SDI program.

BILINGUAL PREMIUM: PAY: \$100 per month

HEALTH REIMBURSEMENT ARRANGEMENT: Eligible retirees can use remaining Sick Leave balance at 80% of hourly rate and other leave balances, if applicable, to reimburse medical insurance and qualified medical expenses, tax free.

RETIREMENT: City of Fresno Retirement Systems, one of the best funded public systems in the state. Reciprocity with other public California systems. Vested in Retirement benefits after 5 years of service. City employees do not participate in Social Security.

DROP (Deferred Retirement Option Program): an optional, voluntary program that allows an employee to deposit retirement benefits in a special savings account within the Retirement System while continuing to work for the City of Fresno for up to 10 years. Participation minimum is age 50 and vested. Benefits includes ownership of accumulated funds, compound interest earnings, and alternative distribution options.

Additional information regarding the City of Fresno benefits is available at

<https://www.fresno.gov/personnel/human-resources-support/#tab-1>

HOW TO APPLY

APPLICANTS MUST COMPLETE AN ON-LINE APPLICATION. PLEASE VISIT WWW.FRESNO.GOV/JOB TO APPLY. For information on how to complete an on-line application, please view "Instruction Guide" on the City's website, Personnel Services Career Opportunities page, or call (559) 621-6950 for assistance. Resumes will not be accepted in lieu of a completed employment application.

ALL CORRESPONDENCE regarding this recruitment and exam process will be sent via e-mail. All applicants will acknowledge such understanding when they complete their on-line application. Verify we have your correct e-mail address before you submit your application. It is an applicant's responsibility to check their email frequently to ensure they receive all pertinent communication from the Personnel Services Department on a timely basis. Applicants will receive an automatically generated confirmation e-mail upon a successful application submittal. The e-mail is the only proof of submittal.

It is an applicant's responsibility to check their email account and to ensure it is set up to accept emails from the City of Fresno. Dependent upon your settings, notices from the City of Fresno may be directed to the "junk mail" or "spam" folders. It is the applicant's responsibility to check these folders.

Applications must be submitted by midnight on the filing deadline, or they will not be accepted for any reason. FOR THIS RECRUITMENT, IT IS RECOMMENDED THAT PERMANENT FRESNO CITY EMPLOYEES APPLY THROUGH PEOPLESOFT SELF SERVICE.

ADDITIONAL INFORMATION

HOW TO ATTACH DOCUMENTS TO OUR ONLINE APPLICATION:

1. Your document must first be scanned and saved to a computer or thumb drive (save as the "document name.")
2. Then go to www.fresno.gov/jobs > City of Fresno Jobs > Apply On-Line.
3. Enter the same Login Information (Username & Password) that is going to be used for the job you are applying to.

4. Under the section “My Career Tools” (located towards the top of the page), Select “Cover Letters & Attachments”, and then “Add Attachments” towards the bottom.

5. For Attachment Type, choose the most appropriate option (i.e. “DIPLOMA/TRANSCRIPTS or DD214.”)

*If you do not see an appropriate choice, you may use “Reference Attachments.” Under Attachment Purpose, you can TYPE a description.

6. Then Select “Add Attachment” and hit the “Browse” button to locate your attachment.

7. Once you have selected your attachment, select “Open”, hit “Upload” and then “Save & Return.”

8. After you confirm your attachment has been uploaded, then proceed to fill out your online application.

VETERAN'S PREFERENCE

Qualified veterans who pass the examination may obtain five (5) additional points. Candidates applying for veteran's preference are required to submit a copy of their DD214 with their application during the specified filing period. Evidence must be presented to indicate that the candidate was discharged honorably from the military service. Veterans, including City employees, must resubmit proof of honorable service for every examination for which veteran's preference credit is requested.

EOE

The City of Fresno is an Equal Opportunity Employer. Should you need a special accommodation due to a qualifying disability, please contact the Personnel Service Department at (559) 621-6950 in advance of the examination.