

The City of  
**MADERA**



# JOIN OUR TEAM!

## Are you...

Interested in municipal government and public service?

Detail oriented and well organized?

Seeking a career in the Public Works field?

An experienced equipment operator?

## NOW RECRUITING FOR: **Public Works Equipment Operator** **\$20.95 - \$26.74/hour**

\* Additional 2% COLAs July 2024 & January 2025 \*

\* \$1,500 lump sum July 2024 \*

\* \$2,400/year tuition reimbursement for college \*

\* 3% pay incentive for BA/BS Degree \*

### PRIMARY RESPONSIBILITIES

The **Public Works Equipment Operator** is the advanced journey level class responsible for a wide variety of heavy equipment operation, maintenance, and construction tasks. Under general supervision, performs the full array of duties and operates complex heavy motorized equipment, including front end loaders, excavators, cranes, rollers, graders, backhoes, dump trucks, street sweepers, sewer jet rodders, and bulldozers used in grading, back-filling, spreading and earthmoving; operates jack hammers and other tools and equipment; as well as heavy construction equipment used in street, water, flood control channels, and sewer maintenance work in the Public Works department.

### QUALIFICATIONS

**Experience/Education:** 2 years experience in construction, maintenance or related work, 1 year of experience in heavy equipment operation and a high school diploma or equivalent.

**Licenses:** A valid class B California driver's license with tanker endorsement is required within 1 year of appointment. Ability to obtain a valid class A California driver's license may be required. Department will provide training and testing to achieve licenses.

### EXAMINATION PROCESS

Only those applicants who meet the qualification standards of this position by the application filing deadline will be allowed to participate in the examination process. The examination process may consist of the following parts:

Application Package Review (Qualifying only): Only the most qualified applicants, based upon the information provided on the application will be invited to participate in the examination processes. In-Person Performance Exam: Pass/Fail; Oral Exam: 100% weight value. Candidates must earn a score of 70% or higher to be considered for the eligibility list. The City Manager, upon recommendation of the department head, will make the final selection and appointment from the established eligibility list.

Applicants who require special examination accommodations due to a disability should contact the Human Resources Department five (5) business days prior to any scheduled examination at (559) 661-5401.

Applicants may be eligible for Veteran's Preference Points (5 points) and should attach a DD214 to their employment application for consideration of this preference.

**APPLY BY:** 3:00 pm, Friday, January 19, 2024

In-Person Performance Exam: Thursday, February 1, 2024

In-Person Oral Exam: Thursday, February 8, 2024

## learn more



# madera.gov/apply



# COMPENSATION & BENEFITS



## SALARY

Compensation and benefits for the Public Works Equipment Operator position are defined in the Memorandum of Understanding between the City and the General Bargaining Unit, as well as the City's Personnel Rules. The City pays its employees every 2 weeks, or 26 times per year. The bi-weekly steps for the Public Works Equipment Operator position are listed below.

	Effective 12/30/23	Effective 6/15/24	Effective 12/28/24
Step A	\$1,676.32	\$1,709.85	\$1,744.04
Step B	\$1,760.14	\$1,795.34	\$1,831.25
Step C	\$1,848.36	\$1,885.33	\$1,923.04
Step D	\$1,941.00	\$1,979.82	\$2,019.42
Step E	\$2,038.05	\$2,078.81	\$2,120.39
Step F	\$2,139.51	\$2,182.30	\$2,225.95

## RETIREMENT

The City participates in the CalPERS defined benefit retirement system. Retirement formulas and contributions are as follows. The terms "Classic Member" and "New Member" are as defined by CalPERS.

### Classic Members employed with the City prior to 10/20/2012

- 2.5% at 55 formula, single highest year final compensation
- Employee Contribution paid by the employee pre-tax: 3.375%

### Tier I Members employed with the City on or after 10/20/2012

- 2% at 60 formula, average three year final compensation
- Employee Contribution paid by the employee pre-tax: 3.375%

### New Members employed with the City on or after 1/1/2013

- 2% at 62 formula, average three year final compensation
- Employee Contribution paid by the employee pre-tax: 7.75%

## HEALTH INSURANCE

The City contributes a monthly amount for the employee to use to purchase health, dental and vision coverage. For medical coverage, the City contracts with Anthem and Kaiser. Dental insurance is through Delta Dental and vision coverage is through Superior. The City's contribution covers 100% of the health, dental, and vision premium for the employee and family on both the Anthem and Kaiser Core Plans.

## EMPLOYEE ASSISTANCE PROGRAM

The City of Madera offers an employee assistance program for employees and dependents that provides counseling and other services for dealing with life's challenges at no cost to the employee.

## PAID LEAVE

The City of Madera offers a generous paid leave program, including paid holidays, sick leave, and vacation. Holiday Closure without loss of pay between Christmas Day and New Years Day.

## LIFE INSURANCE

The City provides a \$25,000 life and accidental death and dismemberment policy along with \$5,000 dependent life. The employee may purchase additional supplemental life insurance for him/herself, spouse and/or dependents.

## MEDICARE

The City contributes an amount equal to 1.45% of the employee's salary; the employee also contributes 1.45%.

## LONG TERM DISABILITY

This city paid benefit provides up to 2/3-income protection.

## BILINGUAL INCENTIVE

English/Spanish for qualifying individuals and positions after passing annual bilingual test.

## DEFERRED COMPENSATION

The City offers a paid/vested contribution of 4.2% of base pay to one of two 457 plans offered to the employee. In addition, the employee may also contribute, though not required.

## EDUCATION INCENTIVE

Incentive for an approved Bachelor's Degree equal to 3% of base pay. Up to \$2400/year reimbursement for college coursework.



## GENERAL INFORMATION

Applications may be obtained from the City's website [www.madera.gov/apply](http://www.madera.gov/apply) or by calling the City's Human Resources Department at (559)661-5401. Applications must be submitted to the City's Human Resources Department prior to the application deadline.

Appointment will be contingent upon an extensive background check, pre-employment physical and drug screen.

The City of Madera is an equal opportunity, drug free, and affirmative action employer.