

JOB CLASSIFICATION: Heavy Equipment Operator

SALARY: \$6,146 - \$7,115 Monthly
\$73,752 - \$85,380 Annually

OPENING DATE: Monday, March 28, 2016

CLOSING DATE: Friday, April 8, 2016 by 4:30 p.m.

OPEN TO: General Public

THE POSITION

Join an industry-leading water supply and wastewater utility as a Heavy Equipment Operator (HEO). East Bay Municipal Utility District (EBMUD) offers an excellent work environment with a variety of construction projects and challenging assignments. HEOs operate and adjust heavy construction equipment used in the construction, repair, and maintenance of the water system facilities and property. The HEO is a working member of a crew.

Typical duties include pre-inspecting vehicles to ensure they are in proper working order and filling out appropriate documentation; operating equipment and heavy trucks in a safe and efficient manner; installing and repairing pipelines and other underground construction and making road repairs; operating a variety of equipment including backhoes, loaders, dozers, paving rollers, pavers, cranes, dump trucks with or without trailers, transfer trucks, and lowboys; performing assignments in accordance with relevant safety rules, regulations and job site conditions; operating, maintaining, and repairing assigned equipment in a clean and orderly condition; and instructing others in the operation of heavy equipment.

Every employee adds value to the EBMUD team as they are committed to responsible stewardship of our resources. The employee standard is to act with integrity, treat others with respect, and value a teamwork culture while fulfilling EBMUD's mission to provide reliable, high quality water and wastewater services at fair rates. Competitive candidates will share these values and also:

- Demonstrate skill and proficiency in safely and efficiently operating backhoes, loaders, and a wide variety of construction equipment as described above.
- Safely and effectively load, unload, secure, and transport equipment.
- Interact effectively with the public and other EBMUD staff.

The salary range is \$6,146 per month increasing to \$6,453, \$6,776, \$7,115 after 12, 24, and 36 months, respectively. A 3.7% salary increase is anticipated to take place effective April 18, 2016.

EBMUD is an Equal Opportunity Employer. All qualified candidates will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, or protected veteran status and will not be discriminated against on the basis of disability.

REQUIREMENTS

A typical means of acquiring the essential knowledge, skills and abilities is completion of the eighth grade, or its equivalent, and either:

- One year of experience in work involving the regular operation of a combination of heavy construction equipment such as backhoes, straight frame loaders, articulated loaders with side-booms, rollers, crawler swing-boom cranes, crawler tractors, and motor graders; OR
- Successful completion of a recognized apprenticeship program leading to journey-level status as a Heavy Equipment Operator; OR
- Successful completion of EBMUD's Heavy Equipment Operator Training Program.

Must possess a valid California driver's license and have a satisfactory driving record.

Must obtain a valid, unrestricted California Class A driver's license with endorsement for air brakes within five (5) months of appointment to this class.

Must possess physical characteristics to perform the critical and important duties of the job.

Must be willing to work outdoors in a variety of weather conditions and work overtime as needed.

May be required to be clean shaven on a scheduled basis as required to wear respiratory protection equipment.

Must obtain all EBMUD and state required equipment certification during the probationary period.

Under federal regulations, persons in this class are subject to mandatory pre-employment and continuing random drug testing as a condition of employment.

Equivalent combinations of education and experience may be considered. To be considered under the "equivalent combination of education and experience" provision, it is your responsibility to include in your application materials written evidence of employment performed at the level of the typical duties of this position and/or coursework in subject areas directly related to this position. For more information, see our FAQ page at <http://www.ebmud.com/jobs/job-resources/job-faqs-frequently-asked-questions/>.

THE SELECTION PROCESS

Submit a completed EBMUD application and the required supplemental question responses online at www.ebmud.com by 4:30 p.m., Friday, April 8, 2016. Only application materials submitted online during the filing period will be accepted.

Online materials include:

- EBMUD Employment Application
- Supplemental questions
- Printout of current DMV record dated no earlier than **Monday, March 28, 2016** either as an attachment to your application or by mail to:

EBMUD Recruitment Division
Exam #16-037
PO Box 24055, MS 603
Oakland, CA 94623

The DMV printout must be received by 4:30 p.m., Friday, April 8, 2016.

All applications and supplemental question responses will be competitively evaluated. A limited number of candidates presenting the qualifications most relevant to this position will be invited

to continue in the selection process, which will include a performance test. Meeting minimum qualifications does not guarantee continuing in the selection process. The performance test may include physical exercises to demonstrate your proficiency in operating a variety of heavy construction equipment, including backhoes, loaders, and dozers. The performance test is tentatively scheduled to be held during the week of May 16, 2016.

Candidates successful on all test parts will be placed on a hiring list, based on rank, for further consideration to fill the current regular vacancy, as well as others occurring over the next 12 to 24 months.

SUPPLEMENTAL QUESTIONS

As the first step in the selection process, responses to the supplemental questions must be submitted online with the regular EBMUD application. Describe your experience by answering the supplemental questions. Please provide thorough, accurate descriptions of assignments you have personally performed. Please be specific about the type of construction work; e.g., loading trucks in a quarry, excavating for underground pipeline repair, moving equipment; the employer you worked for, make and model, frequency, etc.

NOTE: It is not necessary to have experience operating all of the equipment or performing all of the tasks listed.

1. You must submit a current DMV printout dated no earlier than **Monday March 28, 2016** either as an attachment to your application or by mail to EBMUD Recruitment Division, PO Box 24055, Exam #16-037, MS 603, Oakland, CA 94623. **The DMV printout must be received by 4:30 pm, Friday April 8, 2016.**
2. Indicate what type of driver's license you currently have (Class A, B or C). Please include your license number, expiration date, medical certification number, and medical certification expiration date. Please list other endorsements and/or restrictions.
3. List ALL other driver's licenses, both commercial and other types that you have ever obtained in the United States. Please include state, type of license, approximate dates and license(s) number(s) (if none, enter NA).
4. Have you completed a Heavy Equipment Operator apprenticeship? NO/YES
5. If yes, please describe your apprenticeship, who you served under, and the dates of the apprenticeship (if none, enter NA).
6. Are you willing to work outdoors in a variety of weather conditions? NO/YES
7. Are you willing to work overtime as needed? NO/YES
8. Describe your experience operating a backhoe (if none, enter NA). Please include:
 - Make and model
 - Employer
 - Performing what activities/results with the backhoe
9. How recently do you have the backhoe operating experience described in question #8?
 - No Experience
 - More than 36 months ago
 - Within the last 13-36 months
 - Within the last 12 months
10. How frequently did you operate a backhoe in the experience described in question #8?
 - No Experience
 - Less than 10 hours per week
 - 10 – 24 hours per week
 - 25 – 30 hours per week

11. Describe your experience operating an articulated loader with side-boom (if none, enter NA). Please include:
 - Make and model
 - Employer
 - Performing what activities/result with the backhoe
12. How recently do you have the articulated loader operating experience described in question #11?
 - No Experience
 - More than 36 months ago
 - Within the last 13-36 months
 - Within the last 12 months
13. How frequently did you operate an articulated loader in the experience described in question #11?
 - No Experience
 - Less than 10 hours per week
 - 10 – 24 hours per week
 - 25 – 30 hours per week
14. Describe your experience operating a track loader (if none, enter NA). Please include:
 - Make and Model
 - Frequency (daily, weekly, monthly, etc.) with which employer
 - Performing what activities/result with the track loader
15. Describe your experience operating a crane, including carry-deck crane (if none, enter NA). Please include:
 - Make and Model
 - Frequency (daily, weekly, monthly, etc.) with which employer
 - Performing what activities/result with the crane, including carry-deck crane
16. Describe your experience operating a bull/angle dozer (if none, enter NA). Please include:
 - Make and Model
 - Frequency (daily, weekly, monthly, etc.) with which employer
 - Performing what activities/result with the bull/angle dozer
17. Describe your experience operating an excavator (if none, enter NA). Please include:
 - Make and Model
 - Frequency (daily, weekly, monthly, etc.) with which employer
 - Performing what activities/result with the excavator
18. Describe your experience operating a motor grader (if none, enter NA). Please include:
 - Make and Model
 - Frequency (daily, weekly, monthly, etc.) with which employer
 - Performing what activities/result with the motor grader
19. Describe your experience operating a roller (if none, enter NA). Please include:
 - Make and Model
 - Frequency (daily, weekly, monthly, etc.) with which employer
 - Performing what activities/result with the roller
20. Describe your experience operating other heavy construction equipment (if none, enter NA). Please include:
 - Make and Model
 - Frequency (daily, weekly, monthly, etc.) with which employer
 - Performing what activities/result with the other heavy construction equipment
21. Describe your experience loading and transporting heavy equipment while moving to and from job locations (if none, enter NA). Please include:
 - Work setting

- Equipment/materials used
 - Frequency (daily, weekly, monthly, etc.) with which employer
 - Performing what activities/result
22. Describe your experience excavating trenches (if none, enter NA). Please include:
- Work setting
 - Equipment/materials used
 - Frequency (daily, weekly, monthly, etc.) with which employer
 - Performing what activities/result
23. Describe your experience lifting and lowering pipes and other materials (if none, enter NA). Please include:
- Work setting
 - Equipment/materials used
 - Frequency (daily, weekly, monthly, etc.) with which employer
 - Performing what activities/result
24. Describe your experience backfilling and moving dirt (if none, enter NA). Please include:
- Work setting
 - Equipment/materials used
 - Frequency (daily, weekly, monthly, etc.) with which employer
 - Performing what activities/result
25. Describe your experience grading trails and small areas (if none, enter NA). Please include:
- Work setting
 - Equipment/materials used
 - Frequency (daily, weekly, monthly, etc.) with which employer
 - Performing what activities/result
26. Describe your experience making adjustments and minor repairs on heavy equipment (if none, enter NA). Please include:
- Work setting
 - Equipment/materials used
 - Frequency (daily, weekly, monthly, etc.) with which employer
 - Performing what activities/result
27. Describe your experience reading grade stakes and setting out ditch lines as part of a job (if none, enter NA). Please include:
- Work setting
 - Equipment/materials used
 - Frequency (daily, weekly, monthly, etc.) with which employer
 - Performing what activities/result
28. Describe your experience assigning, directing, or reviewing the work of others (if none, enter NA). Please include:
- Work setting
 - Equipment/materials used
 - Frequency (daily, weekly, monthly, etc.) with which employer
 - Performing what activities/result
29. Describe your experience maintaining records (if none, enter NA). Please include:
- Work setting
 - Equipment/materials used
 - Frequency (daily, weekly, monthly, etc.) with which employer
 - Performing what activities/result