



THE COUNTY OF STANISLAUS

DEPARTMENT OF ENVIRONMENTAL RESOURCES



Stanislaus County
now offers an employee
bonus worth up to
**\$10,000 or 21
additional days of
leave time!***

**See inside for details*

LANDFILL LEAD WORKER

\$63,024 - \$76,606 Annually

Apply by January 10, 2025

ABOUT THE POSITION

Under the general administration oversight by the Landfill Managers and/ or the Director of the department, the ideal candidate will assist to plan, organize, and direct the activities of the Landfill Division. In this role, your main function will be of assisting and supervising landfill staff in the daily operation of the disposal of rubbish, refuse, and ash. Operating heavy equipment is generally performed on an as-needed basis. You'll also act in the absence of the Landfill Managers and perform related duties as assigned.



THE IDEAL CANDIDATE

The Department of Environmental Resources, specifically the Landfill Division, seeks a candidate who exhibits the following characteristics: integrity, honesty, and respectfulness while working collaboratively with internal and external customers; the ability to utilize professional judgment to make sound decisions; the inclination to learn, and be open to change. To excel in this position, you will need good communication skills, have lead work or supervisory experience with knowledge in development and discipline, and the capacity to fairly and consistently apply laws, regulations, and policies.

THE DEPARTMENT

The Department of Environmental Resources has 91 full-time employees, with a Fiscal Year Adopted 2024 total budget of \$42.3 million.

The Department of Environmental Resources consists of eight service areas:

Administration



Hazardous Materials



Environmental Health



Landfill



Code Enforcement



Groundwater Management



Solid Waste



Milk & Dairy



TYPICAL TASKS

- Ensure site is in compliance with regulatory requirements;
- Ensure proper cover is applied daily to municipal solid waste and ash;
- Conduct daily site inspections;
- Monitor the status of the flare station;
- Prepare duties for staff and assign tasks;
- Update and review the Special Occurrence Log;
- Review daily equipment inspection logs;
- Observe staff for compliance with safety regulations;
- Oversee monthly fleet vehicle log submissions;
- Supervise all Landfill Operations in the absence of the Landfill Manager which includes regular weekend work;
- Supervise all Landfill personnel including equipment operators in the preparation of landfill trenches and in the spreading, compacting and covering of refuse;
- Supervise staff, including temporary laborers and AWP's, in site maintenance duties such as litter pick-up, mowing and weeding;
- Provide equipment operation training to staff;
- Direct trucks and other vehicles to proper places for unloading;
- Investigate and answer complaints from the public and make recommendations of appropriate action to supervisor;
- Inspect heavy equipment for proper maintenance and operation;
- Assist in the maintenance and repair of heavy equipment;
- Assist in the procurement of equipment and supplies through direct purchasing and/or the quote process;
- Assist in reviewing reports and plans, as needed;
- Supervise the accounting staff including the operation of scales and the recording of data in delivery of refuse, and provide relief for scale house attendants as needed;
- Maintain written records and prepare reports as required; and
- Prepare and present employee evaluations.

MINIMUM QUALIFICATIONS

EDUCATION & EXPERIENCE

- Four (4) years full-time experience operating types of heavy equipment used in road, sanitary landfill, or earth moving operation. One (1) of which must have been equivalent to a Stanislaus County Landfill Equipment Operator II or III; AND
- Possess and maintain a valid Class C and Class A California Driver's License.

DESIRABLE QUALIFICATIONS

In addition to the minimum qualifications, applicant screening will focus on the following desirable qualifications. Please list any of these qualifications you may have within the "Duties" section of the online application.

- Possession of a Qualified Applicator Certificate issued by the California Department of Pesticide Regulation;
- Possession of a Manager of Landfill Operations Certification issued by the Solid Waste Association of North America; OR
- Six (6) months work experience in the practice of welding.

*Scan the QR code to learn more about
the Department of Environmental
Resources, or visit*

<https://www.stancounty.com/er/>



KNOWLEDGE

- The use, servicing and maintenance of the types of heavy equipment ordinarily used in a sanitary landfill operation;
- Current methods and techniques used in the operation of a sanitary landfill;
- Drainage and basic engineering principles of grading and elevations; and
- Current safety standards as they apply to landfill operations.

SKILLS/ABILITIES

- Operate the types of heavy equipment ordinarily used in a landfill operation;
- Effectively supervise and direct the work of others;
- Establish and maintain effective working relationships with other employees and with the public;
- Make routine investigations of customer complaints and initiate appropriate action; and
- Communicate effectively, both orally and in writing.



**STANISLAUS
COUNTY HUMAN
RELATIONS**

Take Your Place.



JOIN OUR TEAM and receive a bonus worth **UP TO \$10,000** or 21 additional days of leave time!*

*EMPLOYEE CHOICE BONUS PLAN ALLOWS ELIGIBLE EMPLOYEES TO RECEIVE A BONUS WORTH \$5,000-\$10,000 OVER THREE ANNUAL INSTALLMENTS

YOU CHOOSE: One month's worth of

Scan the QR code with a camera app to watch the Employee Choice Bonus Plan video!



Cash Payout

Redo that kitchen or paydown debt.

It's all yours.



Leave Time

Take a little extra time off and enjoy yourself.

You've earned it.



Deferred Compensation

Reduce some taxable income and receive it later.

Why not?



**STANISLAUS
COUNTY HUMAN
RELATIONS**

Take Your Place.



clubwellness
myclubwellness.org

Employee Choice Bonus Plan

UNDERSTANDING THE DETAILS



JOIN OUR TEAM BY JUNE 30TH, 2025 TO BE ELIGIBLE!

The following Employee Choice Bonus Plan is designed to allow eligible employees, current active full-time employees or those hired full-time on or before June 30, 2025, to choose one of the three bonus incentive options (one-time option, non-revocable) they would like to receive:



Option 1 BONUS CASH PAYMENT

(Default if employee declines to make a choice)

- One month of salary (168 hours) paid in cash over three annual installments at the highest step or top of band of the classification held by the employee at each vesting date.
- Minimum amount of each payment will be \$1,666.67 and a maximum payment of \$3,333.37 (base hourly rate of pay for the classification multiplied by 56). The amount of each payment may change depending upon an employee's individual circumstances.
- Total minimum amount received will be \$5,000.01 and maximum will be \$10,000.02 paid over three installments.
- Applicable taxes will be applied and withheld.



Option 2 BONUS LEAVE TIME

- 168 hours of bonus leave time allocated within three annual installments.
- Bonus Leave Time would be administered in the same capacity as standard vacation including compensation rate, request and approval, and reporting expectations.
- Bonus Leave Time will have no cash value and cannot be cashed out at resignation, termination, or retirement.
- Must use the bonus leave time prior to the expiration date, as there is no carry over after the bonus leave time expires.



Option 3 BONUS DEFERRED COMPENSATION CONTRIBUTION

- One month of salary (168 hours) paid over three annual installments into the employee's Nationwide Deferred Compensation account at the highest step or top of band of classification held by the employee at each vesting date.
- Minimum amount of each payment will be \$1,666.67 and a maximum payment of \$3,333.37 (base hourly rate of pay for the classification multiplied by 56). The amount of each payment may change depending upon an employee's individual circumstances.
- Total minimum amount received will be \$5,000.01 and maximum will be \$10,000.02 paid over three installments.
- Applicable taxes will be applied and withheld.

Eligibility for Employee Choice Bonus Plan



- Must be an active full-time employee on each vesting date and during the pay period of the payment date to receive each payment.
- Full-time employees on an unprotected unpaid leave on the vesting date are ineligible for that specific payment.
- Employees that separate from full-time service prior to a vesting date will no longer be eligible for that specific payment.
- Employees that receive one or two payments, separate from full-time service and then return to full-time service are excluded from eligibility to receive further payments of any kind.
- Employees that leave full-time service prior to receiving any payments, and then return to full-time service on or before June 30, 2025, are eligible to receive future payments in accordance with their new hire date.



COMPENSATION & BENEFITS

Approximate Annual Base Salary:

\$63,024 - \$76,606 Annually

The County of Stanislaus provides a competitive and comprehensive benefits package for regular full-time County employees including:

- Excellent retirement benefits (2% at approximately age 62 formula)
- Medical, dental, vision, and basic term life insurance plans
- 2 weeks annual vacation upon entering County service
- 16 additional vacation hours annually
- 96 hours of sick leave annually 12 paid holidays annually
- Optional participation in Flexible Spending Account programs
- Optional Supplemental Life & AD&D insurance plans
- Employee Assistance Program

Details available upon request

RECRUITMENT INCENTIVES

Employee Choice Bonus Plan:

Stanislaus County now offers an employee bonus worth up to \$10,000 or 21 additional days of leave time! Visit stanjobs.org for details.

Career Ladders:

We offer valuable tools to help plan your career with Stanislaus County. Find ways to grow and develop within the organization—from Accounting to Public Safety to IT.

Learning Institute:

Whether you're a new employee or looking to acquire new skills, our Learning Institute offers a chance to take on new challenges and ways to consistently hone and improve skills.

WELLNESS BENEFITS

The Mission of Club Wellness is to facilitate and encourage the "good health" of the county workforce.

"Good health" is a state of complete physical, social and mental well-being, and not merely the absence of disease or infirmity; health is a resource for everyday life, not the object of living, and is a positive concept emphasizing social and personal resources as well as physical capabilities. The program seeks to increase awareness and knowledge of all employee benefits, nurture a team spirit and positive health behaviors, to motivate employees to adopt healthier habits and to provide opportunities and a supportive environment to create positive lifestyle changes.



CLASSIFICATION INFORMATION

Unless otherwise provided, this position is part of the classified Service of the County and is assigned to the Mid-Management/Supervisory Bargaining Unit (5) for labor relations purposes.

Individuals who are in a full-time classification position are required to serve a twelve-month probationary period, which may be extended an additional six months, for a total of eighteen months.

The Job Task Analysis provides information detailing the physical and functional demands of the classification. For the complete job task analysis, visit the Risk Management website <http://www.stancounty.com/riskmgmt/risk-dm-jta-class-sub-main.shtm>

APPLICATION PROCEDURES/FINAL FILING DATE: January 10, 2025

Oral Examinations are tentatively scheduled for the week of January 20, 2025.

Applications cannot be submitted later than 5:00 p.m. on the final filing date. Make your online application as complete as possible so a full and realistic appraisal may be made of your qualifications.

Resumes will not be accepted in lieu of a completed application.

Attaching your resume and cover letter are an optional feature for those who wish to do so in addition to completing the required application. Information on your resume and cover letter will not substitute for the education, work experience and required fields on the County application. The online County application is the primary tool used to evaluate your job qualifications.

RECRUITMENT ACCOMMODATIONS

Arrangements may be made to accommodate disabilities and religious convictions. Applicants requiring testing accommodations are required to complete and submit the Testing Accommodations Request Form prior to the test administration date. Special arrangements for religious convictions should be included in the "Additional Information" section of the application form.

GENERAL QUALIFICATIONS

- Pass County-paid pre-employment job-related background investigation.
- Perform job duties in a manner assuring a safe working environment for oneself and others.
- Maintain confidential information according to the legal standards and/or County regulations as required.

APPLICATION AND/OR EXAMINATION APPEAL RIGHTS

Application and/or examination results may be appealed by applicants presenting facts alleging irregularity, fraud and/or error in application screening or in exam scoring. Appeals must be in writing and submitted to the Chief Executive Officer within seven (7) days after the examination results are mailed.

DISCLAIMER

Stanislaus County reserves the right to revise the examination plan described in this flyer to better meet the needs of County service. The provisions of this bulletin do not constitute an express or implied contract. Any provision contained in this bulletin may be modified or revoked without notice. The information contained in the bulletin is information which sets forth a general summary of benefits for this respective position. This information is not legally binding. The benefits and other information regarding this position may be found in the Stanislaus County Code, the Stanislaus County Personnel Policies manual, or in the applicable Memorandum of Understanding(s), and such information prevails over information contained in this flyer. Questions regarding this bulletin may be directed to the Stanislaus County Chief Executive Office/ Human Resources.