



Thank you for your interest in the position of

Sanitation Worker I: City of Levelland Sanitation Department.

Enclosed in this packet you will find:

Job Description
Employment Application
Applicant Notification / Release of Information Form
Criminal History Report Release Form
Affirmative Action Form

In order to be considered for this position, **complete and return** the Application and the Application Notification/Release of Information Form

The Affirmative Action Form is voluntary and will not adversely affect any consideration you may receive for employment. If you choose to submit it, please include it with your application.

The City of Levelland is a drug-free workplace and any candidate for a City position is required to pass a drug test before an offer of employment can be made. A physical exam and background check are also conducted before a final offer of employment can be made.

This position will remain open until it is filled. Qualified candidates may be contacted by the city at any time after submitting an application.

Applications are forwarded to the appropriate department head for consideration. The department head for this position is Kevin Hurn.

If you have any questions regarding this packet, please refer them to Beth Walls @ 894-0113 or citysec@levellandtexas.org.

PLEASE RETURN YOUR COMPLETED APPLICATION TO THE MAILBOX IN THE LOBBY OF CITY HALL.

Class Title: Sanitation Worker I

Maintenance Worker - Streetsanitation

BRIEF DESCRIPTION:

The purpose of this position is to assist with the operation of the Levelland Transfer Station and Recycling Center in a safe and appropriate manner. He/She must conduct all activities according to the delivery and collection schedule and clean, maintain and secure equipment. In addition, the position works with the street department maintenance team to preserve safe roadways by maintaining City streets and street signs. This is accomplished by patching and repairing streets and repairing and replacing signs and sign posts. Other duties may include ensuring the safety of workers and the public and interfacing with other City employees and citizens.

ESSENTIAL FUNCTIONS:

This information is intended to be descriptive of the key responsibilities of the position. The following examples do not identify all duties performed by any single incumbent.

| Sedentary | Light | Medium | Heavy | Very Heavy |
|---|--|---|---|--|
| Exerting up to 10 lbs. occasionally or negligible weights frequently; sitting most of the time. | Exerting up to 20 lbs. occasionally, 10 lbs. frequently, or negligible amounts constantly OR requires walking or standing to a significant degree. | Exerting 20-50 lbs. occasionally, 10-25 lbs. frequently, or up to 10 lbs. constantly. | Exerting 50-100 lbs. occasionally, 10-25 lbs. frequently, or up to 10-20 lbs. constantly. | Exerting over 100 lbs. occasionally, 50-100 lbs. frequently, or up to 20-50 lbs. constantly. |

| # | Code | Essential Functions |
|---|------|--|
| 1 | H | Assists with dumping of recycled refuse into a compactor or open-top container. Prepares refuse for transfer to other recycle locations. |
| 2 | M | Assures refuse meets standards for disposal/recycling at the site; collects tipping fees and issues receipts. |
| 3 | M | Maintains logs of loads dumped and issues receipts to drivers. Performs grounds maintenance at transfer station site. |
| 4 | M | Ensures the safety of equipment by performing preventative maintenance on vehicles and equipment, cleaning and fixing components and changing the oil. |
| 5 | M | Ensures the safety of workers and the public by placing barricade and safety cones around work areas. |

JOB REQUIREMENTS:

| JOB REQUIREMENTS | |
|--------------------------------------|--|
| Formal Education / Knowledge | Work requires knowledge necessary to understand basic operational, technical, or office processes. Level of knowledge equivalent to four years of high school or equivalency. |
| Experience | Over one year up to and including two years. |
| Certification and Other Requirements | Valid Texas License with satisfactory driving record. CDL License preferred or the ability to get CDL within the first 6 months of employment. Must already have or be willing to obtain Screening Certification within first 12 months of employment. |
| Reading | Basic - Ability to recognize meaning of common two- or three-syllable words. Ordinarily, such education is obtained in elementary school up to high school. However, it may be obtained from experience and self-study. |
| Math | Basic - Ability to perform the four basic arithmetic operations. Ordinarily, such education is obtained in elementary school up to high school. However, it may be obtained from experience and self-study. |
| Writing | Basic - Ability to write simple sentences containing subject, verb, and object, and/or series of numbers, names, and addresses. Ordinarily, such education is obtained in elementary school up to high school. However, it may be obtained from experience and self-study. |

| | |
|--|--|
| Managerial | Receives limited directions. The employee normally performs the duty assignment according to his or her own judgment, requesting supervisory assistance only when necessary. The assignment may be reviewed upon completion. Performance is reviewed periodically. |
| Budget Responsibility | Has no budget responsibility. |
| Supervisory / Organizational Control | Work requires the occasional direction of helpers, assistants, seasonal employees, interns, or temporary employees. |
| Complexity | Normal tasks require use of definite procedures, with little deviation. Work requires little or no analysis or judgment. |
| Interpersonal / Human Relations Skills | Work requires regular interaction involving exchange and receipt of information. |

OVERALL PHYSICAL STRENGTH DEMANDS:

| Sedentary | Light | Medium | Heavy | Very Heavy | X |
|---|--|---|---|--|---|
| Exerting up to 10 lbs. occasionally or negligible weights frequently; sitting most of the time. | Exerting up to 20 lbs. occasionally, 10 lbs. frequently, or negligible amounts constantly OR requires walking or standing to a significant degree. | Exerting 20-50 lbs. occasionally, 10-25 lbs. frequently, or up to 10 lbs. constantly. | Exerting 50-100 lbs. occasionally, 10-25 lbs. frequently, or up to 10-20 lbs. constantly. | Exerting over 100 lbs. occasionally, 50-100 lbs. frequently, or up to 20-50 lbs. constantly. | |

PHYSICAL DEMANDS:

| | | | | |
|--|--|--|---------------------------------------|----------------------------|
| C = Continuously 2/3 or more of the time. | F = Frequently From 1/3 to 2/3 of the time. | O = Occasionally Up to 1/3 of the time. | R=Rarely Less than 1 hour per week | N = Never Never occurs. |
|--|--|--|---------------------------------------|----------------------------|

This is a description of the way this job is currently performed; it does not address the potential for accommodation.

| PHYSICAL DEMANDS | FREQUENCY | DESCRIPTION |
|------------------|-----------|--|
| Standing | F | At worksite |
| Sitting | O | While driving |
| Walking | C | Around worksite |
| Lifting | F | Tools, supplies, trash, hot mix, signs |
| Carrying | F | Signs and poles |
| Pushing/Pulling | O | Equipment and materials |
| Reaching | O | When installing signs |
| Handling | O | Equipment, tools |
| Fine Dexterity | F | When using tools and equipment controls |
| Kneeling | F | To pick up items from the ground |
| Crouching | O | To pick up sign poles |
| Crawling | N | |
| Bending | F | To pick up trash containers |
| Twisting | F | When shoveling |
| Climbing | F | Ladder |
| Balancing | O | On ladder and barricades |
| Vision | C | When reading and observing work activities |
| Hearing | C | Listening to other employees, traffic and equipment noises |
| Talking | F | To other employees |
| Foot Controls | F | When driving |
| Other (Specify) | | |

MACHINES, TOOLS, EQUIPMENT, AND WORK AIDS:

Back Hoe, Shovel, packer, street cutter, al

len wrench, rakes, two-way radio

ENVIRONMENTAL FACTORS:

| | | | | |
|---------|--------------------------|---------------------------|--------------|---------|
| D=Daily | W=Several Times Per Week | M=Several Times Per Month | S=Seasonally | N=Never |
|---------|--------------------------|---------------------------|--------------|---------|

| HEALTH AND SAFETY | | ENVIRONMENTAL FACTORS | | PRIMARY WORK LOCATION |
|--------------------------|---|-----------------------|---|-----------------------|
| Mechanical Hazards | D | Respiratory Hazards | M | Office Environment |
| Chemical Hazards | W | Extreme Temperatures | D | Warehouse |
| Electrical Hazards | S | Noise and Vibration | W | Shop |
| Fire Hazards | S | Wetness/Humidity | W | Vehicle |
| Explosives | N | Physical Hazards | D | Outdoors X |
| Communicable Diseases | N | | | Other (see 2 below) |
| Physical Danger or Abuse | D | | | |
| Other (see 1 below) | | | | |

(1) N/A

(2) N/A

PROTECTIVE EQUIPMENT REQUIRED:

Safety vest, hard hat, boots, gloves, safety glasses

NON-PHYSICAL DEMANDS:

| | | | | |
|---|---|---|---------------------------------------|-------------------------|
| C=Continuously 2/3 or more of the time | F=Frequently From 1/3 to 2/3 of the time | O=Occasionally Up to 1/3 of the time | R=Rarely Less than 1 hour per week | N=Never Never occurs |
|---|---|---|---------------------------------------|-------------------------|

| NON-PHYSICAL DEMANDS | |
|---|---|
| Time Pressure | O |
| Emergency Situation | O |
| Frequent Change of Tasks | F |
| Irregular Work Schedule/Overtime | F |
| Performing Multiple Tasks Simultaneously | O |
| Working Closely with Others as Part of a Team | F |
| Tedious or Exacting Work | F |
| Noisy/Distracting Environment | F |
| Other | |

The above statements are intended to describe the general nature and level of work being performed by individuals assigned to this job. They are not intended to be an exhaustive list of all responsibilities, duties, and skills required of personnel so classified in this position. This job description is subject to change as the needs and requirements of the job change.



City of Levelland

Application For Employment

1709 Ave. H. PO Box 1010 Levelland, Texas 79336

806-894-0113 Fax 806-894-0119

Important: Read carefully and sign this application. Answer every question concisely but completely. Incomplete applications will not be considered.

SANITATION WORKER I

POSITION DESIRED

DATE

NAME

(Print Last Name)

(Print First Name)

(Print Middle Name)

Mailing Address

Street or Avenue

City

State

Zip

Telephone#: Home () Cell () E-Mail : @ .com

Do you have relatives employed by the City of Levelland? Yes ___ No ___ Department _____

Their Names: _____ Relationship _____

Have you applied with the City previously? ___ When ___ What Position? _____

Check all types of work you will accept: Permanent ___ Full Time ___ Temporary ___ Part Time ___

When will you be able to report for work? _____

Minimum salary requirement per month _____

Are you a U.S. Citizen? ___ If not, provide alien no. _____

Driver's License: _____ State _____ Commerical License A B C

Endorsements: ___ Trailer ___ Tank ___ Haz Mat ___ Combination ___ Passenger

Have you ever been convicted of a felony or a Type A or B Misdemeanor: Yes ___ No ___

Prior to employment, applicant will be investigated as to convictions for prior criminal offenses. A prior conviction will not automatically disqualify an applicant for employment and will be considered only as is related to the job applied for. Details (charges, penalties, where, when currently on parole, probated sentence.

Read the Job Description-Can you perform the essential functions of the job? ___ Yes ___ No ___

Which essential functions will you be able to perform _____

What reasonable accommodations would help you to perform the essential functions?

Approximately what total amount of time have you been absent from a job in the last five years? (Exclude vacations)

High School or GED

| Date | School | City/State | Last Grade Completed |
|------|--------|------------|----------------------|
|------|--------|------------|----------------------|

College

Dates Attended From: ___ to ___ Name of School: _____ Location: _____
#Sem Hrs Completed _____ Major: _____ Minor: _____ Degree: _____

Social Skills and Qualifications - Summarize special skills and qualifications acquired from employment or other experience. Also indicate number of people you have supervised if applicable.

EMPLOYMENT RECORD - Start with your present or last job, include military service assignments and volunteer activities. Exclude organizations names which indicate race, color, religion, sex, national origin, or disability. Include employment history since leaving high school. Explain breaks in employment. Attach additional pages if necessary. This section must be completed despite the possible enclosure of a resume.

May we contact your present employer? Yes _____ No _____

| |
|---|
| Employer _____ Telephone (____) _____ |
| Dates Employed: From _____ To _____ Job Title _____ |
| Work Performed _____ |
| Starting Salary: _____ Final Salary: _____ Supervisor _____ |
| Reason for Leaving _____ |
| Employer _____ Telephone (____) _____ |
| Dates Employed: From _____ To _____ Job Title _____ |
| Work Performed _____ |
| Starting Salary: _____ Final Salary: _____ Supervisor _____ |
| Reason for Leaving _____ |
| Employer _____ Telephone (____) _____ |
| Dates Employed: From _____ To _____ Job Title _____ |
| Work Performed _____ |
| Starting Salary: _____ Final Salary: _____ Supervisor _____ |
| Reason for Leaving _____ |

READ CAREFULLY BEFORE SIGNING

I hereby certify that the statements made and answers given by me to the foregoing and following questions are true and correct and that there are no omissions of any kind whatsoever. I agree that any evasion, untruthful statement, answer, or omission shall be sufficient cause for discharge at any time. I agree to submit to physical examination including drug screens, whenever requested by the City of Levelland, by doctor, or doctors designated by the City, either prior to or during the course of employment, subject to the requirements of ADA. I hereby release all doctors, medical personnel, and elected officials from all liability claims and damages in connection to furnishing any information to the City of Levelland. I hereby request and authorize the companies or persons shown under "Employment Record" or other interested parties not necessarily named in the foregoing application to furnish the City of Levelland and information regarding my employment by them together with any information they may have regarding me, including motor vehicle records, military records, financial status, criminal records, and general reputation, and I hereby release such companies or person, the City of Levelland, its management and elected officials from all liability, claims and damages in connection with the furnishing of such information. I further acknowledge that my employment may be terminated, and any offer of employment if such is made, may be withdrawn with or without cause, at the option of the City or myself. I further acknowledge that the foregoing completed application form does not in any way constitute a contract of employment.

Date

Signature of Applicant

The City of Levelland is an equal opportunity employer and does not discriminate on the basis of race, creed, color, national origin, gender, religion or disability.



Applicant Notification / Release of Information

In connection with my application for employment, I understand that investigative inquiries on my background, in accordance with the Fair Credit Reporting Act and all state and federal laws, are to be made on me, including information as to my personal character, abilities, work habits, mode of living, residency, general reputation, performance, experience, and other qualities pertinent to my qualifications for employment, including reasons for termination of past employment.

I understand that the City of Levelland and/or First Check may make inquiries but not limited to my consumer credit history, education, professional licensing, and criminal history and driving history. Furthermore, I understand that the City of Levelland and/or First Check may request information from various federal, state and other agencies that maintain records concerning my past driving history, credit history, criminal history, military history, civil and other experiences.

I understand that according to the Fair Credit Reporting Act, I am entitled to know if employment is denied because of information obtained by my perspective employer from a Consumer Reporting Agency. Upon written request, I will be informed whether an investigative consumer report was requested and will be given full information as to the nature and the scope of the investigation as well as the name of the reporting agency or sources of information.

I authorize without reservation, any party (including, but not limited to, employers, law enforcement agencies, state agencies, institutions and private information bureaus or repositories) contacted by the City of Levelland and/or First Check to furnish any or all of the above mentioned information. In addition, I hereby release First Check and the City of Levelland from any and all liability for damages arising from the investigation and disclosure of the employees and other persons, who, in good faith provide to the City of Levelland and/or First Check the above mentioned information as requested, in order to successfully complete a background investigation for my application of employment. I will allow a photocopy of this authorization to be as valid as the original.

Print Full Name: _____

Social Security: _____ *Date of Birth _____ / _____ / _____

Current Address: _____

City/State/Zip _____

Drivers License # _____ State _____

The City of Levelland City of Levelland _____

Applicant's Signature: _____

*Date of birth is being requested only for the purpose of identification in obtaining accurate retrieval of records, and will not be used for discriminatory purposes. **Only when requested.

Please list all misdemeanor and felony criminal matters, other than minor traffic safety violations for which no arrest was made, in which you were convicted, served probation, participated in deferred adjudication or other program to avoid a conviction, or made restitution or participated in pre-trial diversion or other program to avoid prosecution.



AFFIRMATIVE ACTION FORM

Sanitation Worker I

Government agencies require reports on status of applicants. This data is for analysis and affirmative action only. Submission is voluntary. Failure to supply this information will not jeopardize or adversely affect any consideration you may receive for employment or later advancement in employment.

Sex: Male Female

Race/ethnicity:

Hispanic or Latino – A person of Cuban, Mexican, Puerto Rican, South or Central American, or other Spanish culture or origin regardless of race.

White (Not Hispanic or Latino) – A person having origins in any of the original peoples of Europe, the Middle East, or North Africa.

Black or African American (Not Hispanic or Latino) – A person having origins in any of the black racial groups of Africa.

Native Hawaiian or Other Pacific Islander (Not Hispanic or Latino) – A person having origins in any of the peoples of Hawaii, Guam, Samoa, or other Pacific Islands.

Asian (Not Hispanic or Latino) – A person having origins in any of the original peoples of the Far East, Southeast Asia, or the Indian Subcontinent, including, for example, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam.

American Indian or Alaska Native (Not Hispanic or Latino) – A person having origins in any of the original peoples of North and South America (including Central America), and who maintain tribal affiliation or community attachment.

Two or More Races (Not Hispanic or Latino) – All persons who identify with more than one of the above five races.

Veteran: Non-veteran

Please identify where you learned about an employment opportunity with this organization.

Newspaper ad Tech school/college placement Employee referral
 Temporary service Recruiter State employment service
 Other