



# 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 EQUIPMENT OPERATOR I/II

\$47,923- \$64,209 Annually

Apply by April 3, 2026

## ABOUT THE POSITION

Under supervision, incumbents operate and service heavy equipment, perform traffic control, general semi-skilled labor, and related work. Individuals are expected to have general knowledge of all equipment but will be trained on the specific equipment used within the Department and performs related duties as assigned.

Landfill Equipment Operator I is a Veteran's Preference Program eligible job classification. For more information visit: [www.stancounty.com/personnel/pdf/hiringpreference.pdf](http://www.stancounty.com/personnel/pdf/hiringpreference.pdf)

*Scan the QR code to learn more about the  
Department of Environmental Resources, or visit  
<https://www.stancounty.com/er/>*



## THE IDEAL CANDIDATE

The Department of Environmental Resources, specifically the Landfill Division, is looking for a candidate that exhibits the following characteristics to fill full-time vacancies: 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.

## TYPICAL TASKS

- Routinely operates heavy equipment including D-6/D-8/D-9 bulldozers, scraper, grader, compactor, roller, backhoe, etc.;
- Cut, level, stop, grade and finish slopes, landfill trenches and spread, cover and compact refuse; Supervise and train one or more employees related to equipment operations;
- Operate landfill scale house;
- Perform computer data entry;
- Service and perform light repair of all equipment;
- Perform landfill site maintenance; and
- Operate other onsite vehicles.

## MINIMUM QUALIFICATIONS

### KNOWLEDGE

#### LANDFILL EQUIPMENT OPERATOR I

- Maintenance and repair of heavy equipment including D-8 bulldozer, 623 scraper, compactor and grader
- General safe working practices

#### LANDFILL EQUIPMENT OPERATOR II

- Demonstrate knowledge of all Landfill Equipment Operator I requirements plus: Operation of heavy equipment including D-8 bulldozer, 623 scraper, compactor and grader
- The motor vehicle laws affecting equipment operation
- General methods used in the operation of a sanitary landfill
- General safe working practices



## SKILLS/ABILITIES

- Understand and carry out oral and written directions
- Work cooperatively with others and the public
- Perform heavy manual work Keep accurate records
- Compute basic mathematical calculations
- Understand Landfill policies and procedures
- Supervise and/or train Alternative Work Program or other special program referrals, or new employees as required
- Perform heavy physical labor, including lifting 60 pounds Lift, bend, stoop, walk on uneven terrain, run, climb and reach overhead Push, pull, squat, twist and turn
- Read or see objects under ambient, limited or artificial lighting
- Depending upon the weather, work outdoors in the heat, cold, dust, rain and sun glare
- Stand or sit for long periods of time or work in confined spaces
- Work around noise, mists, fumes, vibrations, and chemicals

## EDUCATION & EXPERIENCE

#### LANDFILL EQUIPMENT OPERATOR I

- One (1) year experience or training as a truck driver or equipment operator; AND
- Possess and maintain a valid Class C California Driver's License; AND
- Class A or B License may be required after the first year of employment.

#### LANDFILL EQUIPMENT OPERATOR II

- One (1) year experience as a Landfill Equipment Operator I or equivalent; AND
- Possess and maintain a valid Class C California Driver's License; AND
- Class A or B License may be required after the first year of employment.



**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 NEW 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, 2026 TO BE ELIGIBLE!

The following Employee Choice Bonus Plan is designed to allow those hired full-time on or before June 30, 2026, 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



- To receive each payment, you must be hired as a new full-time employee, and be active both on the vesting date and during the pay period in which the payment is issued.
- 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, 2026, are eligible to receive future payments in accordance with their new hire date.



## COMPENSATION & BENEFITS

Approximate Annual Base Salary:

**\$47,923 - 64,209 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](http://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 Crafts/Maintenance Institutional bargaining Unit 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: April 3, 2026**

### **Oral Examinations are tentatively scheduled for the week of April 13, 2026.**

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.