

**HUMBOLDT WASTE MANAGEMENT AUTHORITY**  
**1059 W. HAWTHORNE STREET**  
**EUREKA, CA 95501**  
**(707) 268-8680**  
**www.hwma.net**



**EMPLOYMENT APPLICATION FOR:** Operator Technician

**THIS APPLICATION IS NOT AN EMPLOYMENT CONTRACT** but is merely intended to evaluate suitability for employment. It is our policy to provide equal opportunity for employment to all qualified persons without discrimination on the basis of sex, race, color, religion, age, marital status, national origin, citizenship, disability, veteran status, or any other status protected under State or Federal law. For certain jobs with special needs, the Authority has a policy of requiring a physician's physical fitness exam, together with urine drug testing of persons who have been offered employment. Individuals who are determined by the physician not to be physically fit for duty, or who test positive for controlled substances, will not be employed. If you have reason to believe that you will not pass a physician's physical examination, or will test positive for the presence of controlled substances, or if you are unwilling to consent to such an examination or test if offered employment for a job requiring the examination and testing, it is recommended that you not submit an application.

**PERSONAL INFORMATION**

1. Name (Last, First Middle)		2. Driver's License (State & Number)	
3. Address (street address)		4. Home Telephone Number ( ) -	5. Alternate Phone Number ( ) -
(City, State, Zip)		6. E-mail address	
7. Are you capable of satisfactorily performing the essential job duties required of the position for which you are applying? <i>If no, list any functions you cannot perform under Item 17.</i>	Yes <input type="checkbox"/> No <input type="checkbox"/>	12. How many days of work have you missed in the last three years due to reasons other than paid holidays and vacation?	2014 _____ 2015 _____ 2016 _____
8. If hired, can you furnish proof that you are over 18 years of age?	Yes <input type="checkbox"/> No <input type="checkbox"/>	13A. Do you have adequate transportation to/from work?	Yes <input type="checkbox"/> No <input type="checkbox"/>
9. Have you previously worked for Humboldt Waste Management Authority? <i>If yes, in Item 17 list department, position and dates of employment.</i>	Yes <input type="checkbox"/> No <input type="checkbox"/>	13B. Do you have a valid Driver's License?	Yes <input type="checkbox"/> No <input type="checkbox"/>
10. Do you have any gaps in your employment history? <i>If yes, explain in Item 17 below.</i>	Yes <input type="checkbox"/> No <input type="checkbox"/>	14. Have you ever pled guilty or "no contest" to, or been convicted of, a misdemeanor or felony? (A conviction will not necessarily disqualify an applicant for the job applied for. The nature of the offense, the date of the offense, the surrounding circumstances and the relevance of the offense to the position(s) applied for will be considered).	Yes <input type="checkbox"/> No <input type="checkbox"/>
11. Have you ever been discharged or forced to resign from any job? <i>If yes, explain in Item 17 below.</i>	Yes <input type="checkbox"/> No <input type="checkbox"/>	15. Have you been arrested for any matters for which you are out on bail or on your own recognizance pending trial? <i>If yes, please give date(s) and details in Item 17.</i>	Yes <input type="checkbox"/> No <input type="checkbox"/>

16. Are you prevented from lawfully becoming employed in this country because of visa or immigration status? (proof of citizenship or immigration status will be required upon employment) Yes  No

NOTE: Do not include minor traffic infractions, and convictions for which the record has been sealed or expunged, any conviction for which probation has been successfully completed or otherwise discharged and the case has been judicially dismissed, referrals to and participation in any pretrial or post trial diversion programs, and marijuana-related offenses that occurred over two years ago in answering these questions.

17. Use this space to explain any of the above questions. Attach additional 8 1/2" by 11" sheets if needed.

**EDUCATION**

School Level	Names and Location of School Attended	Graduated		Major Subject/Degree Received
		Yes	No	
High School		<input type="checkbox"/>	<input type="checkbox"/>	
College		<input type="checkbox"/>	<input type="checkbox"/>	
Other		<input type="checkbox"/>	<input type="checkbox"/>	



## REFERENCES

Provide the names of three persons, not related to you, whom you have known at least one year.

Name	Address	Telephone #	Years Acquainted

PLEASE CHECK whether there is any issue(s)/incident(s) which occurred during your current or former employment that you think may impact HWMA's decision to hire you.

- Yes. There is an issue(s)/incident(s) that may impact HWMA's hiring decision.
- No. There is no issue(s)/incident(s) that may impact HWMA's hiring decision.

PLEASE TAKE NOTICE that if you do not disclose an issue/incident, and HWMA later discovers you did not disclose such issue, the HWMA MAY REJECT YOUR APPLICATION if the employer believes that the issue/incident should have been disclosed.

Please explain any issue below:

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### APPLICANT'S STATEMENT:

I certify that answers given herein are true and complete to the best of my knowledge. I authorize investigation of all statements contained in this application for employment as may be necessary in arriving at an employment decision.

I UNDERSTAND THAT HWMA MAY REJECT MY APPLICATION IF IT DISCOVERS AN ISSUE(S)/INCIDENT(S) WHICH OCCURRED DURING MY CURRENT OR FORMER EMPLOYMENT, AND I DID NOT DISCLOSE SUCH ON THIS JOB APPLICATION. I ALSO UNDERSTAND THAT ANY FALSE, INCOMPLETE, OR INCORRECT STATEMENTS MAY RESULT IN MY DISQUALIFICATION FROM THE APPLICATION PROCESS OR DISMISSAL FROM EMPLOYMENT WITH HWMA.

I UNDERSTAND AND ACKNOWLEDGE THAT, IF HIRED, MY EMPLOYMENT RELATIONSHIP WITH HWMA WOULD BE OF AN "AT-WILL" NATURE, WHICH MEANS THAT THE EMPLOYEE MAY RESIGN AT ANY TIME AND HWMA MAY DISCHARGE THE EMPLOYEE AT ANY TIME WITH OR WITHOUT CAUSE. IT IS FURTHER UNDERSTOOD THAT THIS "AT-WILL" EMPLOYMENT RELATIONSHIP MAY NOT BE CHANGED BY ANY WRITTEN DOCUMENT OR CONDUCT UNLESS AN AUTHORIZED EXECUTIVE OF HWMA SPECIFICALLY ACKNOWLEDGES SUCH CHANGE IN WRITING.

Signature of Applicant (required):

Date:

**AUTHORIZATION FOR BACKGROUND INVESTIGATION**  
(Applicant to Complete and Return)

I, \_\_\_\_\_, hereby authorize Humboldt Waste Management Authority (HWMA) and Pre-Employ.com to obtain a "background investigation report" as part of its pre-employment background check. I understand that this background investigation report addresses the following subjects:

- Work history;
- Educational history;
- Court records, including criminal conviction records as permitted by law;
- Driving history, if job related;
- Employment references from professional and personal associates, obtained from personal interviews;
- Credit worthiness, credit standing and credit history.

I further authorize all my previous employers, educational institutions and consumer reporting agencies to provide such information about me to HWMA or any other entity that obtains information for HWMA. I release all respondents from any liability for releasing information.

I understand that HWMA and its agents are not responsible for the accuracy or completeness of the information contained in any background investigation report. I release HWMA and its agents from all liability, claims and lawsuits with respect to the information obtained from any or all of the sources consulted in the investigation.

I understand that I will receive a free copy of any background investigation and/or consumer report requested by HWMA. (Check the box below if you would like a copy of the report sent to you.)

This authorization in original or copy form shall be valid for one year from the date indicated next to my signature. According to the Fair Credit Reporting Act and the California Investigative Reporting Agencies Act, I will be notified by HWMA if employment is denied because of information obtained from a Consumer Reporting Agency. Additionally, I understand that pursuant to the Fair Credit Reporting Act, if requested within 60 days, I will be given full disclosure as to the nature and substance of all information provided to HWMA.

I understand that this authorization is not an offer for employment by HWMA, and that any false or misleading information I have provided to HWMA may result in a refusal to hire, promote, reassign or continue employment. I have received and read the attached disclosure regarding HWMA's right to obtain a background investigation report for employment purposes, and I authorize HWMA to obtain such a report.

\_\_\_\_\_  
Date

\_\_\_\_\_  
Applicant Signature

\_\_\_\_\_  
Social Security Number

\_\_\_\_\_  
Print Name

- Yes, I wish to receive a copy of any background investigation report requested about me by the HWMA.

**DISCLOSURE REGARDING BACKGROUND INVESTIGATION  
(Applicant to Retain Disclosure)**

PLEASE BE ADVISED THAT Humboldt Waste Management Authority (HWMA) may obtain a “background investigation report” (sometimes called a “consumer report” or an “investigative report”) about you as part of its pre-employment background check of your application for employment. HWMA may obtain a background investigation report on all final applicants for the position you have applied for in order to assist it in making its hiring decisions. HWMA has an outside investigation company, Pre-Employ.com, Inc., conduct the investigation and prepare the report. This background investigation report may include, in whole or in part, information about your character, general reputation, personal characteristics, and mode of living, including information about the following subjects:

- Work history;
- Educational history;
- Court records, including criminal conviction records as permitted by law;
- Driving history, if job related;
- Employment references from professional and personal associates, obtained from personal interviews;
- Credit worthiness, credit standing and credit history.

If you wish HWMA to consider you for employment, please sign the attached authorization, which authorizes HWMA to obtain this background investigation report.





## **JOB DESCRIPTION**

### **Operator Technician**

#### **SUMMARY**

This is a full-time, non-exempt position that performs a variety of duties including load checking, salvage and recycling, maintenance, operating heavy equipment, dismantling appliances and maintaining the landfill. This position requires contact with commercial and residential customers.

#### **SUPERVISION RECEIVED AND EXERCISED**

Operator Technicians report to the Solid Waste Operations Supervisor, the Recycling Operations Supervisor, the Landfill Manager or the Programs Manager.

#### **TYPICAL DUTIES**

- Operates heavy equipment including the baler.
- Pushes and loads waste.
- Conducts load checks.
- Removes unpermitted waste.
- Salvages recyclable materials.
- Dismantles or processes recyclable materials and appliances.
- Identifies and segregates household hazardous waste by hazard class.
- Bulks Household Hazardous Waste for shipment.
- Maintains and monitors the landfill gas and leachate collection systems.
- Conducts erosion control projects, weed clearance and site maintenance.
- Conducts environmental monitoring and sampling.
- Does basic equipment and facility maintenance.
- Performs other duties as directed by supervisors.

#### **QUALIFICATIONS**

##### **Knowledge of:**

- Operating an excavator, front-end loader, bobcat, forklift, baler or other heavy equipment.
- Hazards associated with common household chemicals.
- Recognizing common HHW products by sight.
- Biohazard waste issues & sharps handling.
- Safety and emergency response procedures.
- Able to communicate effectively with the public.

**Skill in:**

- Ability to lift and carry objects weighing up to 50 pounds and perform sustained heavy physical labor.
- Ability to use basic tools and operate heavy equipment
- Ability to maintain records relative to the work assigned.
- Ability to work effectively with others and the public.
- Ability to follow written and oral instructions.
- Ability to work outside in a variety of weather conditions, to climb into pick-up trucks and vans, to wear a respirator.
- Ability to distinguish colors.

**EXPERIENCE AND EDUCATION**

- High School Diploma or GED.
- Eight hours hazardous waste training.
- Two years experience running heavy equipment.
- Forklift certified.
- Any combination of education and experience in hazardous waste handling.
- Must have valid California drivers' license.

**SPECIAL QUALIFICATIONS AND/OR LICENSES**

- Must be willing to work out of doors in all weather conditions.
- Must be willing to respond to emergency situations during off-hours as required.
- Must be willing to obtain a CDL HazMat Endorsement.
- Must be willing to obtain EPA approved certification as a Type 1 refrigerant recovery technician under section 608 of the Clean Air Act.
- Must be willing to maintain proper documentation of materials removed as required by US EPA and CA DTSC.
- Must be willing to obtain 40-hour hazardous waste operator training.
- Must be willing to obtain any training or certification required by applicable law for performing the requirements associated with this position.