



AN EQUAL OPPORTUNITY EMPLOYER
(WOMEN, MINORITIES, AND DISABLED ARE ENCOURAGED TO APPLY)

ANNOUNCES AN OPEN RECRUITMENT FOR:

HEAVY EQUIPMENT MECHANIC I/II
Application Deadline: OPEN UNTIL FILLED

DEPARTMENT: Road
LOCATION: Countywide
SALARY: **Mechanic I:** Range 58 \$3444 \$3615 \$3792 \$3985 \$4190 (+ 2-1/2% tool allowance)
Mechanic II: Range 60 \$3612 \$3788 \$3978 \$4181 \$4387 (+2-1/2% tool allowance)
(The above monthly salary is paid over 26 pay periods annually.)

****BENEFITS:** CalPERS Retirement System: Existing ("Classic") CalPERS members hired prior to January 1, 2013 (2% at 55) – Inyo County pays employee contribution of 7% for current CalPERS members; New ("PEPRA") CalPERS members hired after January 1, 2013 (2% at 62) will be required to pay employee portion of retirement. Medical Plan – Inyo County pays a portion of employee and dependent monthly premium on PERS medical plans; 100% of employee and dependent monthly premium paid for dental and vision; \$20,000 term life insurance policy on employee. Vacation – 10 days per year during the first three years; 15 days per year after three years; 1 additional day for each year of service after ten years to a maximum of 25 days per year. Sick leave – 15 days per year. Flex (personal days) – 5 days per fiscal year. Paid holidays – 11 per year.

ESSENTIAL JOB DUTIES: Maintains, repairs, and overhauls gasoline and diesel-powered construction, maintenance, and automotive equipment; examines and locates mechanical defects in a wide variety of automotive, road construction, and maintenance equipment, including diesel and gasoline-powered trucks, tractors, and motor graders; makes a variety of mechanical repairs including engine tune-ups, brake relining, electrical system repair; maintains records of time and materials used on each job; uses welding equipment to fabricate, rebuild, and strengthen various equipment parts; operates a variety of vehicles and equipment.

OTHER EXAMPLES OF DUTIES: May train and develop junior mechanics and service workers; disassembles, repairs, grinds, or replaces worn parts; fits new parts and adjusts engines, oil, water, and fuel pumps, carburetors, and fuel injectors, governors, starting motors, brakes, and steering gear; times and adjusts motors; replaces electrical wiring; overhauls hydraulic lifts and steering assemblies on tractors, trucks, and motor graders; performs work in the field; and performs related duties as assigned.

EMPLOYMENT STANDARDS

Education/Experience: **Mechanic I:** High school graduate or equivalent with one year as a Heavy Equipment Mechanic or comparable class (with prerequisite experience) OR four years of documented skilled experience in the repair and overhaul of diesel and gasoline-powered automotive, construction, and maintenance equipment. Must possess a valid Class A operator's license with tank, doubles, and air brake endorsements issued by the California Department of Motor Vehicles, or obtain a valid Class A operator's license with tank, doubles, and air brake endorsements issued by the California Department of Motor Vehicles, **within five months of hire date to successfully complete probation.**

Mechanic II: High school graduate or equivalent with two years as a Heavy Equipment Mechanic or comparable class (with prerequisite experience) OR five years of documented skilled experience in the repair and overhaul of diesel and gasoline-powered automotive, construction, and maintenance equipment. Must possess a Class A license issued by the California Department of Motor Vehicles

Knowledge of: Principles, methods, and practices pertaining to the operation of a heavy construction and maintenance equipment repair and maintenance shop; tools, materials, and equipment used in the maintenance, adjustment, and repair of heavy construction and automotive equipment; principles and methods of preventive maintenance of gasoline and diesel-powered equipment; safe work practices.

Ability to: Inspect and approve heavy construction and maintenance equipment repair work; locate mechanical defects and estimate the type and feasibility of repairs; supervise and develop subordinate employees; operate machines and tools used in automotive and heavy-duty road equipment repair and welding work; maintain accurate records and prepare reports; meet and maintain standards of physical endurance and agility; work cooperatively with those contacted in the course of work. Must have ability to drive for prolonged time; stand, walk, sit, twist, and carry up to 75 pounds; perform work above shoulder level. Position will include exposure to moving machinery that includes all trucks and equipment; to noises caused by heavy equipment and tools; dust, fumes, and other irritants, ambient weather conditions that include a high of 120 degrees and low of -10 degrees Fahrenheit.

Core Competencies:

The core competencies listed below and the ability to immediately demonstrate these competencies consistent with the position's level in the department and the specific work assignment:

- **Intensity:** Goes after the goal with passion; is results oriented, and gets the job done. *Key Concepts:* Risk-taker; results-oriented; and initiative driver.
- **Ethical Behavior:** Does what is right regardless of temptations and pressures to do otherwise; upholds the public's trust; and conducts self-according to a set of principles. *Key Concepts:* Respect; trust; responsible; fair; and caring.
- **Influence:** Affects successful outcomes for the organization through the use of masterful leadership, collaboration, and a keen understanding of the organization, its goals, and the interests of all parties. *Key Concepts:* Engaged; collaborative; strategic orientation; situational awareness; organizationally savvy; inspirational; energizing-empowering; team orientation; and change agent.
- **Commitment:** Successfully builds relationships with and promotes involvement of diverse groups; considers the needs of diverse clients when developing policies and procedures related to service; works closely with diverse groups to identify and deliver services that meet their needs and the strategic objectives of the program; establishes customer service as the single purpose to which all resources are dedicated; focuses on delivering the best services possible to the public; focuses on customer needs; and is committed to public service. *Key Concepts:* Public servant; and customer service.
- **Interpersonal Skills:** Possesses and uses versatile communication styles and approaches; understands the underlying psychology of why people act as they do and changes approach to affect positive outcomes; builds rapport throughout the organization; and develops human potential. *Key Concepts:* Staff development; communication; listening; delegation; recognition; and buy-in.
- **Resiliency:** Is adaptable; takes direct action; leads by example; exhibits tenacity. This leader is ready, flexible, self-reliant, and has a reputation for finding opportunities in difficult situations. *Key Concepts:* Action-orientation; adaptability; flexibility; agility; tenacity; survivability; courage; confidence; and intuition.
- **Craftsmanship:** Rejects the "good enough for government work" attitude; takes ownership of work done and results accomplished; takes pride in delivering quality services to customers; seeks out opportunities to develop new and creative solutions and programs; imagines possibilities; defines a vision, and works to bring vision into reality. *Key Concepts:* Innovative; imaginative; inventive; pride-in-work; accountability; self-development; and self-starter.

Special requirements: Must possess a valid Class A operator's license with tank, doubles, and air brake endorsements issued by the California Department of Motor Vehicles, or obtain a valid Class A operator's license with tank, doubles, and air brake endorsements issued by the California Department of Motor Vehicles, **within five months of hire date to successfully complete probation.** Must provide own tools; must successfully complete a pre-employment background investigation, physical examination, and drug screen.

SELECTION: Selection procedures will be determined by the number and qualifications of applicants and may include a qualification screening, written examination, skills examination, and oral interview.

APPLICATION: **This recruitment will remain open until position has been filled.** Applications **must be received** in the Personnel Office, P.O. Box 249, Independence, CA 93526. Must apply on Inyo County application form. A cover letter and/or resume will be accepted in addition to the application form but will not serve as a substitute for a completed application. Incomplete applications will not be processed. **It is not acceptable to complete the application with statements like, “See/Refer to Resume,” or “See Attached”.**

THIS RECRUITMENT WILL ESTABLISH AN ELIGIBILITY LIST THAT MAY BE USED IN FILLING FUTURE VACANCIES THAT MAY OCCUR IN THIS JOB CLASSIFICATION AND SALARY RANGE.

REASONABLE ACCOMMODATION FOR PERSONS WITH QUALIFYING DISABILITIES: Inyo County will make reasonable efforts in the examination process on a case-by-case basis to accommodate persons with disabilities. If you have special needs, please contact (760) 878-0377 prior to the examination process.

CITIZENSHIP/IMMIGRATION STATUS: Inyo County employs only U.S. citizens and lawfully authorized non-citizens in accordance with the Immigration Reform and Control Act of 1986.

The County of Inyo has work sites located throughout Inyo County in the Owens Valley (Independence, Bishop, Lone Pine, Big Pine, and Olancho) and the Death Valley area (Death Valley, Shoshone, and Tecopa). **All Inyo County positions are Countywide.** Positions are assigned to a work site based upon the needs of the County. The Department Head or County Administration may temporarily or permanently reassign positions to another work site as deemed necessary.