



Quality Assurance Mission Statement: Through a Total Quality Concept, provide everyone who works, visits or participates in our facilities, parks and programs with a safe, enjoyable and fulfilling experience.

MAINTENANCE TECHNICIAN

FULL TIME

Must submit a DMV print out when applying.

DEADLINE TO APPLY: Monday, July 25, 2022

RECRUITMENT PROCESS: Upon the application deadline, a written examination will be scheduled. Interviews will be conducted following the third week of August 2022.

HOW TO APPLY: If interested, please submit one of the following to the Personnel Office at the District's Riverlakes Administrative Complex, 3825 Riverlakes Drive, Bakersfield, Ca. 93312, in person, by postal mail, fax to (661) 589-9004, or email to egrijalva@norrecreation.org.

- A District Employment Application (resume's accepted with a completed District Application), complete the Addendum to the Application, AND a DMV print out must be submitted with application.
- Current employees submit an Employee Job Interest form, complete the Addendum to the Application, AND a DMV print out must be submitted with application, if not currently on the District's eligibility list.

BEGINNING SALARY RANGE: \$22.13 - \$24.40 + benefits

HOURS: Full time, 40 hours per week, Monday – Friday (occasional evenings and weekends for on call emergencies).

BASIC FUNCTION: Performs a variety of semi-skilled and skilled journey-level work in the construction, maintenance and repair of district facilities, grounds, playgrounds equipment, and aquatic areas. May provide lead direction to a work crew.

QUALIFICATIONS: Equivalent to high school graduate and four years' experience in the trade or related technical area, such as plumbing, carpentry, electrical, painting, concrete, welding, heating and cooling, and swimming pools. Or an equivalent combination of training and experience which provides the capabilities to perform the described job duties and responsibilities. Two years of a trade school in the related field or possess or have possessed a Contractor's License preferred. Must possess a valid California Class C driver's license. Driver's license requirements are subject to change based on business necessity. Must acquire and maintain a Public Pool Operator Certification (AFO / CPO) within 12 months of appointment. Knowledge of tools, equipment, methods and materials used in the assigned program area, safe work methods and safety regulations; skill in the use and care of hand and power tools and equipment used in the appropriate trade; plumbing and electrical equipment used in buildings and grounds; basic math; read charts, blue prints and gauges; and related personal computer applications. If assigned to the Aquatic facility, must have specific knowledge of water systems chemistry; basic fabrication, plumbing and electrical principles; safe handling of hazardous chemicals; use of cleaning equipment, cleaning tools, and solutions; must be able to take accurate measurements; mix and measure solvents and chemicals; learn about alternative cleaning solutions and methods of application. Ability to operate and maintain tools and equipment utilized in the assigned trade; follow basic safety practices in the performance of job duties and recognize unsafe equipment and conditions; perform mechanical tasks and heavy work; prepare records and reports; use of a personal computer; complete assignments in routine installation, maintenance and repair; determine the need for repairs and estimate time and materials needed to perform a job; read plans, blue prints, and diagrams; exercise independent judgment and initiative within established guidelines; work outdoors in all weather conditions; safely pull a trailer; work alone on assigned tasks and effectively with minimal supervision and assistance; understand, read, and follow written and oral instructions; communicate effectively and interact courteously with other staff and the public; establish and maintain effective working relationships; assign and direct the work of others; respond to emergency situations; and work nights, weekends and holidays when needed. Must be able to interact courteously with the public and other district staff; relate to other people beyond giving and receiving instructions; can get along with co-workers or peers without exhibiting behavioral extremes; perform work activities requiring negotiating, instructing, supervising, persuading or speaking with others; and respond appropriately to correction and feedback from a supervisor.

CONDITIONS OF EMPLOYMENT WITH THE DISTRICT: An offer of employment will be contingent upon passing the following:

- A background investigation will be conducted to include fingerprinting
- Must submit to a post offer medical exam, functional capacity exam and drug screen
- A valid California Class C driver's license throughout employment and driving record must comply with District safety standards.
- Must submit verification of your identity and citizenship or legal right to work in the United States.

PHYSICAL DEMANDS AND WORK ENVIRONMENT: Must possess sufficient strength and stamina to lift and remove objects weighing up to 50 pounds, depending on the job assignment. Work indoors or outdoors in all weather conditions, in confined areas and from heights, within limited access locations, and driving from site to site. Must be able to climb ladders and swim. Exposure to unpleasant and potentially hazardous chemicals and/or conditions, moving mechanical parts, equipment vibrations, and loud noises. May be required to work nights, weekends and holidays and be subject to emergency call outs. Work activities includes lifting, carrying, and moving heavy objects, walking, sitting, stooping, kneeling, climbing, driving, operating various vehicles, tools and equipment, reading and communicating with others. The qualification requirements listed above are representative of the knowledge, skill, and/or ability required to perform the essential functions of the job. Physical demands and work environment characteristics are representative of those an employee encounters while performing the essential functions of the job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

DUTIES AND RESPONSIBILITIES: The following typical tasks and responsibilities are representative of the position's essential duties. Depending on area of responsibility assigned, may not be assigned all duties listed, nor does this cover all duties which may be assigned.

- Perform semi-skilled and skilled journey-level work in general construction that may include carpentry, plumbing, welding, fabrication, painting, irrigation systems, heating and cooling, masonry, tile, fencing, mechanical, structural, flooring, and/or simple electrical, maintenance, installation and repair.
- Inspect buildings, equipment, and grounds to locate, evaluate, and troubleshoot conditions in need of repair and maintenance work; make necessary repairs and/or provide recommendations for repairs needed.
- Performs or schedules the upkeep, preventative and general maintenance of pools and water features, heating and cooling systems and appliances.
- Repair small appliances, tools, and pieces of equipment.
- Perform installation and minor repairs to furniture and fixtures; remove debris from roofs and cleans roof drains; replace water damaged or deteriorated ceiling tile; unplug sinks, drains, urinals and toilets; clean up leaks, spills, and debris that are routine or of an emergency nature.
- Operate light motorized equipment, dig ditches and lay pipe; operate and maintain pumps and pressure tanks; perform minor brazing and soldering.
- Build forms and installs concrete supports; mix, pour, and finish concrete; operate a jack hammer for the removal of concrete.
- Apply paints, varnishes, and stains, lacquers, and enamels to building interior and exterior, furniture and other equipment; use pressure washer and airless paint sprayer to remove graffiti.
- Maintain lighting; maintain, repair and install electrical equipment; use instruments to test and troubleshoot electric circuits.
- Operate and maintain a variety of power and hand tools, and related maintenance equipment.
- May provide swimming pool maintenance management of mechanical equipment; supplies, and services; maintain, clean, calibrate and repair all chemical and water related aquatic equipment; test and maintain aquatic facility water quality as required by health codes and safety standards; apply proper amounts of chemicals and perform proper backwashing procedures; report and log safety incidents and malfunctions, water quality, and conditions of facility equipment, materials and supplies; and initiate service requests when needed.
- May be responsible for leading and training one or more individuals on a particular assignment or project and conduct training sessions in pool maintenance, plumbing repairs, and general maintenance.
- Participate in the set-up and take down of assigned special events and assists other departments as needed.
- Prepare and maintain accurate records and reports manually or using computers.
- Respond to emergencies and inquiries from employees and the public.
- Purchase supplies and materials, and requests for service in accordance with established guidelines.
- Attend all meetings and trainings as recommended by supervisor and maintain all required trainings designated for the position and perform other related work as required.

DISTRICT EXPECTATIONS OF THIS POSITION / QUALITY ASSURANCE:

- Consistently reports to work on time prepared to perform job duties
- Prioritizes and performs duties as workload necessitates
- Communicates regularly with supervisor about program issues
- Provides outstanding customer service
- Maintains respectful attitude
- Interacts with customers and co-workers in a positive and courteous manner
- Responsible for the efficient and effective delivery of services

AN EQUAL OPPORTUNITY EMPLOYER

North of the River Recreation and Park District, 3825 Riverlakes Drive, Bakersfield, Ca. 93312 (661) 392-2000

www.norfun.org

ADDENDUM TO APPLICATION FOR PARK DIVISION

Name: _____

Date: _____

Position Applying For: _____

SECTION 1

1. Please rate your general level of ability in the following areas by using the chart below that best describes your capabilities.

0 = No knowledge and/or experience
1 = Some knowledge and/or experience
2 = Good knowledge and/or experience
3 = Highly skilled

Horticulture

- ___ Fertilization
- ___ Irrigation
- ___ Pruning
- ___ Turf Care
- ___ Weed Control
- ___ Soil Preparation
- ___ Plant Names
- ___ Shrub and Tree Care

Custodial

- ___ Cleaning Procedures
- ___ Building Maintenance
- ___ Buffer (floor)
- ___ Cleaning Materials & Supplies

Welding

- ___ Arc
- ___ Acetylene
- ___ Soldering & Brazing
- ___ Torch Cutting

Construction

- ___ Rough Carpentry
- ___ Finish Carpentry
- ___ Painting
- ___ Plastering
- ___ Brick – Block Laying
- ___ Cement Finishing
- ___ Plumbing
- ___ Pipe Fitting
- ___ Electrical

Engineering

- ___ Read “Blueprints”
- ___ Erosion Control
- ___ Grading
- ___ Drainage
- ___ Sports Fields Layout

Equipment Operation

- ___ Trucks
- ___ Backhoe
- ___ Tractor
- ___ Mower
- ___ Chain Saw
- ___ Power Sprayer
- ___ Paint Sprayer
- ___ Aerial Lifts
- ___ Skid Steer

General Safety Procedures

- ___ Equipment Maintenance
- ___ Auto Mechanics
- ___ Public Relations
- ___ First Aid
- ___ Swim Pool Maintenance

Other

- ___ Work alone
- ___ Work in a group/crew
- ___ Lead others

2. List any special licenses, certification and training courses:



PERSONNEL OFFICE
3825 Riverlakes Drive, Bakersfield, California 93312
Office (661) 392-2000 www.norfun.org

POSITION APPLYING FOR:

APPLICATION INSTRUCTIONS

- Your further consideration for the position will depend upon the accurate information you provide on this application regarding your ability to meet or exceed the minimum requirements of the position. **This application must be filled out completely.** Incomplete or illegible applications will be rejected. Applications must be received in the Personnel Office no later than the date and time noted in the job announcement.
- Notify the Personnel Office immediately if you have a change of address, phone, or employer.
- You must submit any documents required with your application, (i.e.; typing certificate, DMV printout). Any material submitted during the application process becomes the property of NOR unless otherwise specified in the job announcement. Applicants who wish to retain copies must make their copies prior to submitting the materials.
- RESUMES may be added, but may not be substituted for completion of this application.**
- Please complete the Applicant Data Record. Avoid any other reference to religion, race, nationality or any other legally protected status.
- A separate application is required for each position.
-

01/2018

PERSONAL INFORMATION

NAME: _____	APPLICATION DATE: _____
ADDRESS: _____	
<small>Number Street</small>	<small>City</small>
<small>State</small>	<small>Zip Code</small>
HOME PHONE: _____	BUSINESS/MESSAGE PHONE: _____
CELL PHONE: _____	E-MAIL: _____

The best number to reach you would be (check any that apply): Home___ Cell___ Business___ E-mail___

Are you currently employed? Y <input type="checkbox"/> N <input type="checkbox"/>	May we contact your current employer? Y <input type="checkbox"/> N <input type="checkbox"/>
HOW DID YOU HEAR ABOUT THIS JOB OPENING?	
<input type="checkbox"/> Friend/Relative: _____	<input type="checkbox"/> District Website
<input type="checkbox"/> Other internet site	<input type="checkbox"/> Walk-in
<input type="checkbox"/> Newspaper	<input type="checkbox"/> Other (please specify): _____
What date are you available to work: _____ Are you available to work Full-time <input type="checkbox"/> Part-time <input type="checkbox"/> If unavailable for full time, please explain:	
What days and hours are you available to work?	
Have you ever applied to, work, or volunteered with NOR? Y <input type="checkbox"/> N <input type="checkbox"/>	
(check all that apply) Applied <input type="checkbox"/> Worked <input type="checkbox"/> Volunteered <input type="checkbox"/>	
<i>If yes; state dates, positions and reason for leaving.</i>	
List any different name(s) used:	
Do you have any friends or relatives working for NOR? Y <input type="checkbox"/> N <input type="checkbox"/>	<i>If yes, state name(s) and relationship:</i>
If hired, would you have a reliable means of transportation to and from work? Y <input type="checkbox"/> N <input type="checkbox"/>	
Are you able to perform the essential functions of the job for which you are applying, either with or without reasonable accommodation? <i>If no, describe the functions that cannot be performed.</i> Y <input type="checkbox"/> N <input type="checkbox"/>	
(Note: We comply with the ADA and consider reasonable accommodation measures that may be necessary for eligible applicants/employees to perform essential functions. Hire may be subject to passing a medical examination, and to skill and agility tests.)	
Are you at least 18 years old? (if under 18, if hired, you will be required to provide a work permit)	N/A <input type="checkbox"/> Y <input type="checkbox"/> N <input type="checkbox"/>
Are you legally eligible to be employed in the United States? (proof of identity and eligibility will be required upon employment)	Y <input type="checkbox"/> N <input type="checkbox"/>

AN EQUAL OPPORTUNITY EMPLOYER

All qualified applicants will receive consideration without regard to sex, marital status, race, age, creed, national origin, color, religion, mental or physical disability, veteran status, medical condition, sexual orientation or any other legally protected status.

EMPLOYMENT HISTORY (A Resume will not be a substitute for completing the information required in this section)

List all present and past employment for the **last 7 years starting with your most recent employer**. Include military service, volunteer activities, student period, or other special activities and also include any periods of unemployment. Incomplete information may exclude you from further consideration.

How many years experience have you had that would qualify you for this position, PAID: _____ UNPAID: _____

If any employment was under a different name, indicate name: _____

1. **Company Name:** _____ **Phone:** _____
Address: _____ **City:** _____ **State:** _____ **Zip:** _____
Type of Business: _____ **Supervisor:** _____ **Phone:** _____
Job Title: _____ **Start date:** _____ **End date:** _____ **FT** **PT** **Seasonal** **Volunteer**
Work performed: _____

Reason for leaving: _____

May we contact this employer? **Y** **N** **Later**

2. **Company Name:** _____ **Phone:** _____
Address: _____ **City:** _____ **State:** _____ **Zip:** _____
Type of Business: _____ **Supervisor:** _____ **Phone:** _____
Job Title: _____ **Start date:** _____ **End date:** _____ **FT** **PT** **Seasonal** **Volunteer**
Work performed: _____

Reason for leaving: _____

May we contact this employer? **Y** **N** **Later**

3. **Company Name:** _____ **Phone:** _____
Address: _____ **City:** _____ **State:** _____ **Zip:** _____
Type of Business: _____ **Supervisor:** _____ **Phone:** _____
Job Title: _____ **Start date:** _____ **End date:** _____ **FT** **PT** **Seasonal** **Volunteer**
Work performed: _____

Reason for leaving: _____

May we contact this employer? **Y** **N** **Later**

4. **Company Name:** _____ **Phone:** _____
Address: _____ **City:** _____ **State:** _____ **Zip:** _____
Type of Business: _____ **Supervisor:** _____ **Phone:** _____
Job Title: _____ **Start date:** _____ **End date:** _____ **FT** **PT** **Seasonal** **Volunteer**
Work performed: _____

Reason for leaving: _____

May we contact this employer? **Y** **N** **Later**

Explain any gaps in work history:

Have you ever been discharged or asked to resign from a job? If yes, explain: _____ **Y** **N**

For additional experience, use an additional sheet of paper with the above information or complete the Additional Work Experience form

EDUCATION, TRAINING, AND EXPERIENCE

High School-highest grade completed: _____ Graduated: Y N GED: Y N Name & location: _____

COLLEGES, UNIVERSITIES, BUSINESS OR TRADE SCHOOLS **LIST ALL APPLICABLE TO THIS POSITION.**

Name, Address, City, State, Zip	Course Of Study	# of yrs completed	Degree Or Diploma OR # of units completed

ADDITIONAL INFORMATION

Other training, skills or experience **RELATED** to the position applied for: (computers, office machines, typing speed, foreign languages, special courses, machinery, etc...)

Professional License, Certificates, or Memberships **RELATED** to position: (Title/Registration #/Expiration Date)

Have any of the licenses or certificates listed above ever been revoked or suspended?

Y N

If yes, state reason(s), date of revocation or suspension and date of reinstatement:

State any additional information you feel may be helpful:

REFERENCES *List three persons not related to you who have knowledge of your work performance.*

First Name: _____ Last Name: _____ Phone Number: _____

Street Address: _____ City: _____ State: _____ Zip Code: _____

Occupation: _____ No. of Years Acquainted: _____

First Name: _____ Last Name: _____ Phone Number: _____

Street Address: _____ City: _____ State: _____ Zip Code: _____

Occupation: _____ No. of Years Acquainted: _____

First Name: _____ Last Name: _____ Phone Number: _____

Street Address: _____ City: _____ State: _____ Zip Code: _____

Occupation: _____ No. of Years Acquainted: _____

PERSONNEL USE ONLY:

APPLICANT'S STATEMENT

Please read carefully and sign below

I hereby certify that I have not knowingly withheld any information that might adversely affect my chances for employment and that the answers given by me are true and correct to the best of my knowledge. I further certify that I, the undersigned applicant, have personally completed this application. I understand that any omission or misstatement of material fact on this application or on any document used to secure employment shall be grounds for rejection of this application or for immediate discharge if I am employed, regardless of the time elapsed before discovery.

I understand that nothing contained in the application, or conveyed during any interview which may be granted or during my employment, if hired, is intended to create an employment contract between me and the District. In addition, I understand and agree that if I am employed, my employment is for no definite or determinable period and may be terminated at any time, with or without prior notice, at the option of either myself or the District, and that no promises or representations contrary to the foregoing are binding on the District unless made in writing and signed by me and the District's designated representative.

I understand, also, that I am required to abide by all rules and regulations of the District throughout my employment. In addition, I understand that a job offer would be contingent upon the following: I must submit proof of U.S. citizenship or legal right to remain and work in the United States and a criminal records check will be required through fingerprinting. I may be required to pass a physical examination and / or alcohol and drug screen.

APPLICANT SIGNATURE: _____ **DATE:** _____

North of the River Recreation and Park District may conduct reference and employment verifications prior to an offer of employment. Please sign the Disclosure Authorization and Release form below. It will be used when former employers request employee authorization prior to releasing employment information.



North of the River
recreation and park district

3825 Riverlakes Drive, Bakersfield, CA 93312 (661)392-2000 www.norfun.org

DISCLOSURE AUTHORIZATION AND RELEASE

RE: REFERENCE CHECK FOR EMPLOYMENT

TO WHOM IT MAY CONCERN:

I have applied for employment with North of the River Recreation and Park District. I hereby consent to the release of any and all information regarding my employment, job performance and any other pertinent information that you may have to any authorized employee, representative, or agent of North of the River Recreation and Park District. This information may be provided either verbally or in writing. This includes, but is not limited to, employment and education records and transcripts which you may possess, whether or not such records or information are confidential, privileged and/or of a derogatory nature.

In addition to authorizing the release of any information regarding my employment, I hereby direct you to release the requested information, records and/or transcripts upon request of the bearer. I understand that the information and records provided are for the official use of the District. I specifically and permanently waive any rights I may have to review or inspect any records, transcripts or information received during the course of the District's investigation.

I hereby release, hold harmless and indemnify you, as the custodian of any such records, my present and former employer(s), the District, and any educational institution which I may have attended, including all officers, agents, employees, representatives, or other personnel of any of those entities both individually and collectively, from any and all liability, damage, suits, actions or claims of whatever kind, that may directly or indirectly result from compliance with this authorization or any attempt to comply with it, by any person or party, whether such information is favorable or unfavorable to me.

A photocopy of this release form shall be as valid as the original. I acknowledge that I am entitled to a copy of this authorization and release of liability.

SIGNATURE:

DATE:



APPLICANT DATA RECORD

DATE: _____ POSITION APPLIED FOR: _____

AGE: _____ Male Female

To further its commitment to Equal Employment Opportunity, the District requests that applicants voluntarily provide the following information. This data will be kept in a confidential file separate from the Application for Employment solely for research purposes only to help us comply with government record keeping, reporting and other legal requirements. All information will be used in accordance with the state and federal regulations. Your cooperation in providing this information is essential to the success of the research and evaluation program.

RECRUITMENT RESEARCH: We would appreciate information on how you heard about this job opportunity in order to help us determine what the most effective recruitment source is. Please check one or more.

- | | |
|--|--|
| <input type="checkbox"/> Walk-in | <input type="checkbox"/> School |
| <input type="checkbox"/> NOR Website (norfun.org) | <input type="checkbox"/> Other (specify) |
| <input type="checkbox"/> Other internet site (specify) | |
| <input type="checkbox"/> Newspaper (specify) | |
| <input type="checkbox"/> Friend/relative (name) | |
| <input type="checkbox"/> Employment Agency | |

EDUCATION: (Please check the highest level achieved):

- | | |
|--|--|
| <input type="checkbox"/> Not a HS Graduate | <input type="checkbox"/> College Degree: _____ |
| <input type="checkbox"/> HS Diploma/GED | _____ |
| <input type="checkbox"/> Some College | |

ETHNIC ORIGIN: (Please check one)

- | | |
|---|---|
| <input type="checkbox"/> White / Caucasian | <input type="checkbox"/> American Indian / Alaskan Native |
| <input type="checkbox"/> Black / African/American | <input type="checkbox"/> Asian / Pacific Islander |
| <input type="checkbox"/> Hispanic | <input type="checkbox"/> Other: |
| <input type="checkbox"/> Filipino | |

APPLICANT NAME: _____
APPLICATION DATE: _____

ADDITIONAL WORK EXPERIENCE

5. **Company Name:** _____ **Phone:** _____
Address: _____ **City:** _____ **State:** _____ **Zip:** _____
Type of Business: _____ **Supervisor:** _____ **Phone:** _____
Job Title: _____ **Start date:** _____ **End date:** _____ **FT** **PT** **Seasonal** **Volunteer**
Work performed: _____

Reason for leaving: _____

 May we contact this employer? **Y** **N** **Later**

6. **Company Name:** _____ **Phone:** _____
Address: _____ **City:** _____ **State:** _____ **Zip:** _____
Type of Business: _____ **Supervisor:** _____ **Phone:** _____
Job Title: _____ **Start date:** _____ **End date:** _____ **FT** **PT** **Seasonal** **Volunteer**
Work performed: _____

Reason for leaving: _____

 May we contact this employer? **Y** **N** **Later**

7. **Company Name:** _____ **Phone:** _____
Address: _____ **City:** _____ **State:** _____ **Zip:** _____
Type of Business: _____ **Supervisor:** _____ **Phone:** _____
Job Title: _____ **Start date:** _____ **End date:** _____ **FT** **PT** **Seasonal** **Volunteer**
Work performed: _____

Reason for leaving: _____

 May we contact this employer? **Y** **N** **Later**

8. **Company Name:** _____ **Phone:** _____
Address: _____ **City:** _____ **State:** _____ **Zip:** _____
Type of Business: _____ **Supervisor:** _____ **Phone:** _____
Job Title: _____ **Start date:** _____ **End date:** _____ **FT** **PT** **Seasonal** **Volunteer**
Work performed: _____

Reason for leaving: _____

 May we contact this employer? **Y** **N** **Later**

Explain any gaps in work history:

Additional Information: