

The City of  
**MADERA**



# JOIN OUR TEAM!

## Are you...

Skilled in landscape maintenance?

A team player?

Ready for the next step in your career?

## NOW RECRUITING FOR:

### **Parks Worker I**

### **\$15.01- \$19.15/hour**

\* 2% COLA effective 2023 and 2024 \*

\* \$1,500 lump sum 2023 and 2024 \*

\* \$2,400/year tuition reimbursement for college \*

### PRIMARY RESPONSIBILITIES

The **Parks Worker I** performs routine and less complex, semi-skilled tasks and duties including maintenance and repair of parks, landscaped areas, street medians and related facilities; learns policies, procedures and work methods associated with assigned duties; performs other related duties as required.

### QUALIFICATIONS

Experience/Education: 1 year of experience in landscape maintenance and a high school diploma or equivalent.

Licenses: Possession of, or ability to obtain a valid class C California Drivers License.

### EXAMINATION PROCESS

Only those applicants who meet the qualification standards of this position by the application filing deadline will be allowed to participate in the examination process. The examination process may consist of the following parts: Application Package Review (Qualifying only): Only the most qualified applicants, based upon the information provided on the application will be invited to participate in the examination processes. In-Person Performance Exam: 100% weight value. Candidates must earn a score of 70% or higher to be considered for the eligibility list. The City Manager, upon recommendation of the department head, will make the final selection and appointment from the established eligibility list.

Applicants who require special examination accommodations due to a disability should contact the Human Resources Department five (5) business days prior to any scheduled examination at (559) 661-5401.

### APPLICATION DEADLINE

Apply by 3pm Friday, September 16, 2022

In-Person Performance Exam: Wednesday, September 28, 2022

## learn more



## madera.gov/apply



# COMPENSATION & BENEFITS



## LIFE INSURANCE

The City provides a \$25,000 life and accidental death and dismemberment policy along with \$5,000 dependent life. The employee may purchase additional supplemental life insurance for him/herself, spouse and/or dependents.

## MEDICARE

The City contributes an amount equal to 1.45% of the employee's salary; the employee also contributes 1.45%.

## LONG TERM DISABILITY

This city paid benefit provides up to 2/3-income protection.

## BILINGUAL INCENTIVE

English/Spanish for qualifying individuals and positions after passing annual bilingual test.

## DEFERRED COMPENSATION

The City offers a paid/vested contribution of 4.2% of base pay to one of two 457 plans offered to the employee. In addition, the employee may also contribute, though not required.

## EDUCATION INCENTIVE

General Bargaining Unit employees will receive a 3% incentive for an approved Bachelor's Degree. Employees are also eligible for reimbursement of up to \$2,400 per fiscal year for college expenses.



## SALARY

Compensation and benefits for the Parks Worker I position are defined in the Memorandum of Understanding between the City and the General Bargaining Unit, as well as the City's Personnel Rules. The City of Madera pays its employees every 2 weeks, or 26 times per year. The bi-weekly pay rates for this position are listed below.

Step A	\$1,200.83
Step B	\$1,261.11
Step C	\$1,323.98
Step D	\$1,389.97
Step E	\$1,459.60
Step F	\$1,532.35

## RETIREMENT

The City participates in the CalPERS defined benefit retirement system. Retirement formulas and contributions are as follows. The terms "Classic Member" and "New Member" are as defined by CalPERS.

### Classic Members employed with the City prior to 10/20/2012

- 2.5% at 55 formula, single highest year final compensation
- Employee Contribution paid by the employee pre-tax: 3.375%

### Classic Members employed with the City on or after 10/20/2012

- 2% at 60 formula, average three year final compensation
- Employee Contribution paid by the employee pre-tax: 3.375%

### New Members employed with the City on or after 1/1/2013

- 2% at 62 formula, average three year final compensation
- Employee Contribution paid by the employee pre-tax: 7%

## HEALTH INSURANCE

The City contributes a monthly amount for the employee to use to purchase health, dental and vision coverage. For medical coverage, the City contracts with Anthem or Kaiser. Dental insurance is through Delta and vision coverage is through Superior.

## EMPLOYEE ASSISTANCE PROGRAM

The City of Madera offers an employee assistance program or employees and dependents that provides counseling and other services for dealing with life's challenges at no cost to the employee.

## PAID LEAVE

The City of Madera offers a generous paid leave program, including paid holidays, sick leave, and vacation.

## GENERAL INFORMATION

Applications may be obtained from the City's website [www.madera.gov/](http://www.madera.gov/) apply or by calling the City's Human Resources Department at (559)661-5401. Applications must be submitted to the City's Human Department prior to the application deadline. Appointment will be contingent upon an extensive background check, pre-employment physical and drug screen.