

This form may be printed out and completed, then mailed or delivered to:

Human Resources  
City of Scottsbluff  
2525 Circle Dr.  
Scottsbluff, NE 69361

**DO NOT FILL OUT AND SUBMIT ELECTRONICALLY**

**APPLICATION DEADLINE:  
SEPTEMBER 20, 2019**

**CITY OF SCOTTSBLUFF, NEBRASKA**  
**JOB OPPORTUNITY**  
*Motor Equipment Operator - Transportation*

**Description of the Job:**

The Motor Equipment Operator will perform routine work in the operation of a truck or other light automotive equipment including any attached mechanical equipment. This individual will be expected to safely and skillfully operate and maintain any assigned equipment. The Motor Equipment Operator will also be required to perform heavy manual labor in the completion of work assigned to the Transportation Division.

This individual receives direct supervision from the Transportation Supervisor or the Director of Public Works.

**Essential Functions of the Job:**

- Operate a street sweeper, trucks and any included attachments, power tools, mowers, tractors, and hand tools needed to perform assignments;
- Perform manual labor associated with the repair and maintenance of the City streets and alleys, including cleaning catch basins, replacing cement, crack filling, installing traffic signs, removing trees, applying paint marking, clearing snow and application of material to unsurfaced roadways;
- Mix, pour and finish concrete work including construction of forms;
- Assist in special projects such as paint striping, production and installation of traffic signs, installation of Christmas decorations, and cleaning of catch basins;
- Perform routine maintenance on all equipment which may be assigned including following a daily checklist and following directions in the operators manual;
- Operate dump trucks and plow trucks with sander attachment on assigned routes for the departments snow removal program;
- Train on and provide back-up for operating heavy equipment such as loaders;
- Install and remove snow fence;
- Perform routine manual labor as required;
- Assist in the loading and unloading of all types of materials;
- Supervise other employees on specific jobs when assigned;
- Assist with training others in the operation of equipment;
- Perform maintenance on city owned buildings;
- Regular attendance and punctuality required;

**Knowledge, Skills, and Abilities:**

- Ability to understand and follow oral and written instructions.
- Knowledge of methods, materials, and tools used in general maintenance of public works facilities.
- Ability to deal in a positive manner with the general public and with co-workers.
- Ability to lift up to 60 pounds with the ability to lift lesser weights repetitively.
- Ability to walk, sit, stand, lift, bend, twist, stoop, climb, kneel, crawl, reach, push, pull, talk, hear, and perform a variety of physical activities needed to accomplish the essential functions of the position.
- Ability to work weekends, holidays, and evenings as required in addition to the normal work schedule. This includes responding to emergency return to work assignments.
- Ability to work in a team environment.
- Ability to work in extreme weather conditions when required.

**Minimum Qualifications:**

Education equivalent to completion of the 12<sup>th</sup> grade;  
Experience in the operation and maintenance of a truck and other light automotive  
Equipment;  
Valid Commercial Driver's License (CDL) or ability to obtain within 6 months  
from date hired.

**Preferred Qualifications:**

Valid Commercial Driver's License (CDL) upon hire.  
Ability to train others in the operation and maintenance of equipment.  
Experience in the supervision of others.

*This job description is intended to describe the general nature and level of work to be performed by employees assigned to this classification and is not intended to be construed as an exhaustive list of all responsibilities, duties, and skills of personnel so classified.*

Hourly salary: \$15.25

**A CITY APPLICATION FORM IS REQUIRED AND MAY BE OBTAINED AT CITY HALL, 2525 CIRCLE DR, SCOTTSBLUFF, NE 69361. APPLICATIONS FOR THIS POSITION WILL BE ACCEPTED UNTIL 4:00 P.M., FRIDAY, SEPTEMBER 20, 2019.**

*The City of Scottsbluff is an Equal Opportunity Employer. The city fully complies with the provisions of the Americans with Disabilities Act. Only United States citizens and aliens lawfully authorized to work in the United States will be hired. All new employees are required to complete a citizenship verification form.*

## City of Scottsbluff, Nebraska Application for Employment

The City of Scottsbluff is an Equal Opportunity Employer. Race, color, religion, age, sex, disability, marital or veteran status, place of national origin and other categories protected by law are not factors in employment, promotion, compensation or working conditions.

**Please print or write legibly in ink. Fill in all blanks completely.**

POSITION APPLIED FOR:		DATE OF APPLICATION:
Last Name	First Name	Middle Initial
Address:	City and State	Zip
Telephone: Home	Cell	Work/Business

**APPLICANT INFORMATION:**

Do you have a valid driver's license	<input type="checkbox"/> Yes <input type="checkbox"/> No	License No.	State	Exp. date
Are you legally eligible to work in the United States? <input type="checkbox"/> Yes <input type="checkbox"/> No				
<i>(Proof of citizenship or immigration status will be required upon employment)</i>				
*Have you ever been employed with the City of Scottsbluff before? <input type="checkbox"/> Yes <input type="checkbox"/> No				
If yes, give date: _____ What Department? _____				
Have you ever been dismissed from employment for misconduct, or have you ever resigned on request to avoid discharge? Please explain. <input type="checkbox"/> Yes <input type="checkbox"/> No				
Are you currently employed? <input type="checkbox"/> Yes <input type="checkbox"/> No If yes, may we contact your employer? <input type="checkbox"/> Yes <input type="checkbox"/> No				
Are you related to anyone employed by the City of Scottsbluff? <input type="checkbox"/> Yes <input type="checkbox"/> No				
If yes, Name of relative: _____ Department: _____				
Date you can start:			Salary Desired:	

**EDUCATIONAL BACKGROUND:**

School Name and Location	High School or GED				Undergraduate College/University				Graduate/ Professional			
	9	10	11	12	1	2	3	4	1	2	3	4
Years Completed												
Diploma/Degree												
Major and Minor Subjects												
List Licenses, Professional Registration or other Recognition:												
List Special Skills or qualifications:												

**MILITARY: Complete this section if you served in the U.S. Armed Forces:**

Branch of Service	Duties and special training:
Period of Active Duty:	Rank at Discharge:
From _____ To _____	Type of Discharge:
Are You Claiming Veteran's Preference? <input type="checkbox"/> Yes <input type="checkbox"/> No	
If Yes, a copy of honorable discharge papers, (form DD214) must be attached to this application to be eligible. Veteran's Preference only applies when a qualified candidate obtains passing scores on all parts and phases of examination/interviews.	

**For City use only!**

This application was received by: \_\_\_\_\_ Date \_\_\_\_\_

**EMPLOYMENT EXPERIENCE:**

Start with your present or most recent position for a period of 10 years including any military service and complete the below information fully. If you need additional space, please continue on a separate sheet of paper.

**Application should be fully completed, without reference to attached resume. In addition, you may include a resume.**

<b>Name of Employer:</b>	Dates Employed (Month & Year)		Salary Rate:	
	From:	To:	Total:	Starting:      End:
Address:	Name of Supervisor:		Your Position:	
City                  State                  Zip	Describe your duties:			
Telephone Number:				
Reason for Leaving:				
<b>Name of Employer:</b>	Dates Employed (Month & Year)		Salary Rate:	
	From:	To:	Total:	Starting:      End:
Address:	Name of Supervisor:		Your Position:	
City                  State                  Zip	Describe your duties:			
Telephone Number:				
Reason for Leaving:				
<b>Name of Employer:</b>	Dates Employed (Month & Year)		Salary Rate:	
	From:	To:	Total:	Starting:      End:
Address:	Name of Supervisor:		Your Position:	
City                  State                  Zip	Describe your duties:			
Telephone Number:				
Reason for Leaving:				

**REFERENCES: List three references who are neither related to you nor a former employer.**

Name	Address (City, State, Zip)	Telephone Number	Years Known

**EMPLOYEE CONSENT**

I, \_\_\_\_\_ hereby give consent to any and all prior employers of mine to provide information with regard to my employment with prior employers to the City of Scottsbluff

Signed: \_\_\_\_\_ Date: \_\_\_\_\_

**APPLICANT'S STATEMENT: (Read carefully before signing)**

I certify that answers given in this application are true and complete to the best of my knowledge. I authorize a complete background investigation, including but not limited to all statements contained in the application for employment as may be necessary in arriving at an employment decision. If I am employed by the City based on this application, I understand that false or misleading information given in my application or interview(s) will result in discharge. I understand that if I am hired, my employment is at will, and I can be terminated according to the provisions of the City of Scottsbluff's Personnel Manual.

Signed: \_\_\_\_\_ Date: \_\_\_\_\_

**CITY OF SCOTTBLUFF**

**RECRUITMENT INFORMATION FORM**

**NAME:** \_\_\_\_\_

**FOR THE POSITION OF: Motor Equipment Operator- Transportation Dept.**

Please provide written responses to the following questions and attach to the completed application for employment.

Where did you learn of this job opportunity?

1. Are you able to perform the essential functions of the job as listed on the attached Job Opportunity form? YES            NO

If no, are there reasonable accommodations that can be made to allow you to perform the essential functions of the job?

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2. Why are you interested in this position?

3. What experience have you had in the maintenance and repair of vehicles and equipment? What type of equipment?

4. Do you have a current Commercial Driver's License? List your driving offenses for the past 5 years.

**ANTI-DRUG PLAN**

In accordance with the NEBRASKA DRUG FREE WORK PLACE ACT of 1988, and the City of Scottsbluff's Anti-Drug Plan, the City of Scottsbluff has instituted a drug testing program. The City of Scottsbluff has reviewed the legal, operational, social, medical and ethical aspects of instituting this program. I understand that manufacture, distribution, possession, use, sale, transfer, purchase, and transport of illegal drugs will be considered a violation of the City of Scottsbluff's Anti-Drug Plan and shall be grounds for disciplinary action, including termination. This program allows all employees to enjoy a safe, productive, and healthy work environment. Individuals are urged to seek assistance prior to problems affecting on-the-job performance.

**PRE-EMPLOYMENT:** Job applicants who are being considered for employment for positions with particular responsibilities must read the Anti-Drug Plan, sign a consent form, and submit to pre-employment drug testing.

**CERTIFICATION:** I have read, and understand the content of the above Anti-Drug Plan. I understand that compliance with the Anti-Drug Plan will be considered a condition of employment with the City of Scottsbluff.

\_\_\_\_\_

Date

\_\_\_\_\_

Signature

# CITY OF SCOTTSBLUFF

## EMPLOYMENT REFERENCE CHECK

**Disclosure Pursuant to the Fair Credit Reporting Act:** The City of Scottsbluff may obtain a Consumer Report about you for employment purposes. This Consumer Report may contain information about you including but not limited to the information set forth below. A summary of Your Rights Under the Fair Credit Reporting Act is attached.

I \_\_\_\_\_ authorize the City of Scottsbluff to check previous employment and /or personal references listed on my application and/or resume. I also give my consent to the City of Scottsbluff to obtain the following: Records of educational institutions that I have attended;

Driving record and civil and \*criminal history records;

Employment records from previous employers to include evaluations, disciplinary history, complaints or grievances filed by or against me,

Pre-employment records from prospective employers;

A consumer report that might show financial and credit information, including credit reports and ratings; records from Financial Institutions to include loan performance, loan officer notes and financial statements, understanding that I have rights under the Fair Credit Reporting Act.

Any information from Counsel who have represented me in civil or \*criminal cases and I specifically waive the attorney client privilege in that regard.

The above records may be obtained through a variety of agencies/sources, including the internet.

Signature \_\_\_\_\_ Address \_\_\_\_\_

Date \_\_\_\_\_

(Including maiden name)

Social Security # \_\_\_\_ - \_\_\_\_ - \_\_\_\_  
Number \_\_\_\_\_

Phone

Most recent or current Employer \_\_\_\_\_

Telephone \_\_\_\_\_

Supervisor's Name \_\_\_\_\_ Title

Date of Employment \_\_\_\_\_

*\*The City of Scottsbluff will not conduct a criminal background or history check for you unless and until the City determines that you meet the minimum employment qualifications for the position applied for. This limitation does not apply to applicants for police officer positions.*



*Para informacion en espanol, visite [www.ftc.gov/credit](http://www.ftc.gov/credit) o escribe a la FTC Consumer Response Center, Room 130-A 600 Pennsylvania Ave. N.W., Washington, D.C. 20580.*

### **A Summary of Your Rights Under the Fair Credit Reporting Act**

The federal Fair Credit Reporting Act (FCRA) promotes the accuracy, fairness, and privacy of information in the files of consumer reporting agencies. There are many types of consumer reporting agencies, including credit bureaus and specialty agencies (such as agencies that sell information about check writing histories, medical records, and rental history records). Here is a summary of your major rights under the FCRA. **For more information, including information about additional rights, go to [www.ftc.gov/credit](http://www.ftc.gov/credit) or write to: Consumer Response Center, Room 130-A, Federal Trade Commission, 600 Pennsylvania Ave. N.W., Washington, D.C. 20580.**

- **You must be told if information in your file has been used against you.** Anyone who uses a credit report or another type of consumer report to deny your application for credit, insurance, or employment – or to take another adverse action against you – must tell you, and must give you the name, address, and phone number of the agency that provided the information.
- **You have the right to know what is in your file.** You may request and obtain all the information about you in the files of a consumer reporting agency (your “file disclosure”). You will be required to provide proper identification, which may include your Social Security number. In many cases, the disclosure will be free. You are entitled to a free file disclosure if:
  - a person has taken adverse action against you because of information in your credit report;
  - you are the victim of identify theft and place a fraud alert in your file;
  - your file contains inaccurate information as a result of fraud;
  - you are on public assistance;
  - you are unemployed but expect to apply for employment within 60 days.

In addition, by September 2005 all consumers will be entitled to one free disclosure every 12 months upon request from each nationwide credit bureau and from nationwide specialty consumer reporting agencies. See [www.ftc.gov/credit](http://www.ftc.gov/credit) for additional information.

- **You have the right to ask for a credit score.** Credit scores are numerical summaries of your credit-worthiness based on information from credit bureaus. You may request a credit score from consumer reporting agencies that create scores or distribute scores used in residential real property loans, but you will have to pay for it. In some mortgage transactions, you will receive credit score information for free from the mortgage lender.
- **You have the right to dispute incomplete or inaccurate information.** If you identify information in your file that is incomplete or inaccurate, and report it to the consumer reporting agency, the agency must investigate unless your dispute is frivolous. See [www.ftc.gov/credit](http://www.ftc.gov/credit) for an explanation of dispute procedures.
- **Consumer reporting agencies must correct or delete inaccurate, incomplete, or unverifiable information.** Inaccurate, incomplete or unverifiable information must be removed or corrected, usually within 30 days. However, a consumer reporting agency may continue to report information it has verified as accurate.
- **Consumer reporting agencies may not report outdated negative information.** In most cases, a consumer reporting agency may not report negative information that is more than seven years old, or bankruptcies that are more than 10 years old.

- **Access to your file is limited.** A consumer reporting agency may provide information about you only to people with a valid need -- usually to consider an application with a creditor, insurer, employer, landlord, or other business. The FCRA specifies those with a valid need for access.
- **You must give your consent for reports to be provided to employers.** A consumer reporting agency may not give out information about you to your employer, or a potential employer, without your written consent given to the employer. Written consent generally is not required in the trucking industry. For more information, go to [www.ftc.gov/credit](http://www.ftc.gov/credit).
- **You may limit “prescreened” offers of credit and insurance you get based on information in your credit report.** Unsolicited “prescreened” offers for credit and insurance must include a toll-free phone number you can call if you choose to remove your name and address from the lists these offers are based on. You may opt-out with the nationwide credit bureaus at 1-888-5-OPTOUT (1-888-567-8688).
- **You may seek damages from violators.** If a consumer reporting agency, or, in some cases, a user of consumer reports or a furnisher of information to a consumer reporting agency violates the FCRA, you may be able to sue in state or federal court.
- **Identity theft victims and active duty military personnel have additional rights.** For more information, visit [www.ftc.gov/credit](http://www.ftc.gov/credit).

**States may enforce the FCRA, and many states have their own consumer reporting laws. In some cases, you may have more rights under state law. For more information, contact your state or local consumer protection agency or your state Attorney General. Federal enforcers are:**

<b>TYPE OF BUSINESS:</b>	<b>CONTACT:</b>
Consumer reporting agencies, creditors and others not listed below	Federal Trade Commission: Consumer Response Center - FCRA Washington, DC 20580 1-877-382-4357
National banks, federal branches/agencies of foreign banks (word "National" or initials "N.A." appear in or after bank's name)	Office of the Comptroller of the Currency Compliance Management, Mail Stop 6-6 Washington, DC 20219 800-613-6743
Federal Reserve System member banks (except national banks, and federal branches/agencies of foreign banks)	Federal Reserve Consumer Help (FRCH) P O Box 1200 Minneapolis, MN 55480 Telephone: 888-851-1920 Website Address: <a href="http://www.federalreserveconsumerhelp.gov">www.federalreserveconsumerhelp.gov</a> Email Address: ConsumerHelp@FederalReserve.gov
Savings associations and federally chartered savings banks (word "Federal" or initials "F.S.B." appear in federal institution's name)	Office of Thrift Supervision Consumer Complaints Washington, DC 20552 800-842-6929
Federal credit unions (words "Federal Credit Union" appear in institution's name)	National Credit Union Administration 1775 Duke Street Alexandria, VA 22314 703-519-4600
State-chartered banks that are not members of the Federal Reserve System	Federal Deposit Insurance Corporation Consumer Response Center, 2345 Grand Avenue, Suite 100 Kansas City, Missouri 64108-2638 1-877-275-3342
Air, surface, or rail common carriers regulated by former Civil Aeronautics Board or Interstate Commerce Commission	Department of Transportation, Office of Financial Management Washington, DC 20590 202-366-1306
Activities subject to the Packers and Stockyards Act, 1921	Department of Agriculture Office of Deputy Administrator – GIPSA Washington, DC 20250 202-720-7051

INFORMATION FOR APPLICANTS FOR DOT-COVERED POSITIONS  
THE CITY OF SCOTTSBLUFF

Federal law requires applicants to indicate whether they have previously refused to be tested or received a positive test on any pre-employment test for any other DOT employer. Please provide this information below. It is a federal offense to falsify this information.

- I have NOT tested positive on a pre-employment drug test for any other DOT employer in the past two years, nor have I refused to be tested. (If so, please sign below and complete the remainder of this form.)
- Yes, I tested positive (or I refused to be tested) on a pre-employment drug test for another DOT employer in the past two years. (If so, please sign below and do not continue.)

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

\_\_\_\_\_  
Date

Each applicant for a DOT-covered position at the City of Scottsbluff, after being notified that he/she will be offered a job, must be drug tested, in accordance with federal regulations 49 CFR Part 382. If the test result is positive, or if the applicant refuses to submit to a pre-employment test, the job offer will be withdrawn.

We must have a negative test result in our file before we can request or allow an employee to provide safety-sensitive function for us.

The cost of the initial screening test and confirmatory test will be paid by the City of Scottsbluff.

Every applicant who provides a positive test result will have an opportunity to speak with a Medical Review Officer about any recent use of prescription and non-prescription drugs that might explain the positive test result.

An applicant whose test result is positive may, within 72 hours, request a re-test, at his/her own expense. The re-test will be conducted on the same sample as was provided for the initial test, and must be conducted by a different certified testing laboratory.

I have not tested positive (or refused to be tested) on a DOT pre-employment drug test, at any time in the previous two years.

My signature below means that I have read this information, that I have had an opportunity to review a copy of the City of Scottsbluff's drug and alcohol testing policy, and that if I am offered a position, I consent to being tested for drugs as a condition of employment.

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

\_\_\_\_\_  
Date

**NOTICE TO ALL APPLICANTS FOR COMMERCIAL DRIVERS LICENSE (CDL) POSITIONS**

In compliance with DOT regulations 49 CFR Part 40 and Part 382, as a condition of employment in a DOT safety-sensitive position, all applicants being considered for employment in a CDL position, or for transfer to a CDL position, must provide the names and addresses of previous employers for whom they performed DOT regulated safety-sensitive duties within two years of the application date. The applicant must provide a signed consent for release of the information listed on page 2 of this form in order to be placed in a DOT safety-sensitive position.

**List all DOT employers, and their complete addresses, telephone numbers and fax numbers, for whom you have performed “covered” safety-sensitive duties within the past two years.**

	Employer	Address	Telephone Number	Fax Number
1.				
2.				
3.				
4.				
5.				
6.				

The purpose of this policy is to establish compliance with the Federal Highway Administration regulations requiring drug and alcohol testing for Commercial Driver's License holders. Regulations issued by the United States Department of Transportation mandate urine drug and evidential breath alcohol testing for employees in safety-sensitive positions, including those who are required to hold a Commercial Driver's License. This policy sets forth the alcohol and drug testing program and the testing and reporting requirements as required by those regulations.

The City complies with the provisions of the Federal Department of Transportation drug and alcohol prevention program rules. A full description of these rules is available from the Human Resources Division. This is a supplement to the federal rules in force.

The City maintains a "zero-tolerance" toward drug and alcohol abuse. City employees who test positive for drug and alcohol as defined in this policy will be terminated subject to the following procedures.

#### **"Positive" Drug and Alcohol Tests:**

Employees who test "positive" for drug or alcohol use under the DOT rules are considered in violation of the rule and will be terminated. Employees who test 0.020 and above for breath alcohol level are considered by the City to have violated this policy and will be terminated. Employees refusing to test, or failing to report for a mandated test, are considered to have violated this policy and will be terminated.

#### **Testing Practices:**

An employee who is required to report for random drug or alcohol testing under the DOT program is allowed to use a City vehicle to travel to the testing facility and does not require supervisory escort.

An employee who is required to report for pre-employment drug or alcohol testing under the DOT program requires no supervisory escort and is (a) allowed to use a City vehicle if the employment action is promotional or (b) required to use a personal vehicle if he/she is not a City employee.

Employees who are required to report for reasonable suspicion drug or alcohol testing under the DOT program may not drive themselves – in a City or personal vehicle – to the testing facility and must have supervisory escort.

Employees who are required to report for post-accident drug or alcohol testing under the DOT program may drive themselves to the testing facility using a City or personal vehicle, but should have supervisory escort.

An employee who tests positive for drug or alcohol use under the definition may not drive home in a City vehicle. The supervisor may drive the employee home, may call a taxi, or may contact a member of the employee's family to escort the employee home from the testing facility.

#### **Prescription Drugs:**

The DOT requires that employees who drive Commercial Motor Vehicles must provide the City with a statement from the prescribing Doctor that states the employee may safely operate a CMV while using a prescription medication. The City will provide a form for the Doctor to complete.

### Drug and Alcohol Use by On-Call Employees:

The City desires to make on-call duties as non-restrictive as possible for City employees. As such, the City does not have a formal policy regarding the use of drugs or alcohol by off-duty employees, including those on-call. The City hopes that on-call employees will use prudence and good judgment in their consumption of these substances while on-call; abstinence while on-call is a goal the City hopes on-call employees will aspire to.

Because of the restrictive nature of the DOT drug and alcohol testing program, the City does not wish to jeopardize the safety of the public or the careers of its employees by requiring on-call employees to respond to duty if they have been using drugs or alcohol.

The City hereby establishes a “voluntary exclusion” policy for on-call, DOT employees. If an on-call, DOT employee has used alcohol within the four hours preceding his/her call-back, or if the employee feels he/she is not capable of successfully passing a drug or alcohol test, the employee may exclude himself/herself from responding to duty. The employee must indicate to the caller (supervisor) that he/she wishes to be excluded due to this voluntary exclusion policy. Failure to respond while on-call for any reason is a performance problem for positions which require on-call responses. The voluntary exclusion policy is set as a privilege to employees who may occasionally find that they are unable to respond to a call-back due to drug or alcohol use. A pattern of failing to respond to call-backs for any reason (including voluntary exclusion) may subject an employee to disciplinary action up to and including termination.

Any employee found to have abused the voluntary exclusion privilege (i.e., he/she was excluded for a reason other than DOT drug and alcohol prevention) will be terminated.

### Termination Upon Positive Test:

An employee testing positive according to the definition in this policy will be terminated according to procedures established in the City Personnel Manual. The employee may appeal the decision using the grievance procedure established in the City Personnel Manual.