



Date: June 28, 2023

To: Thomas B. Modica, City Manager 

From: Eric Lopez, Public Works Director 

For: Mayor and Members of the City Council

Subject: Refuse Operator Hiring Event on July 22, 2023

The City of Long Beach (City) Departments of Public Works, Civil Service, and Human Resources will host a Refuse Operator Hiring Event on Saturday, July 22, 2023, from 8:30 am to 3:00 p.m., at the Occupational Health Facility located at 2525 Grand Ave., Long Beach, CA 90815 (see attached flyer). All interested applicants are invited to participate and become part of the City's dedicated Refuse Team.

The Refuse Operator Hiring Event is part of a citywide effort to address the current Refuse Operator staffing shortage. While the Public Works Team has made major progress implementing strategies to address the staffing shortage and continue to deliver its core service of refuse collection, City-serviced refuse accounts may continue experiencing delays. Multiple efforts are underway to promote and retain existing Refuse Operators, but more capacity is necessary for a sustainable operation. To expedite the recruitment and onboarding for new Refuse Operators, the City is embarking on a one-stop-shop hiring event.

Opportunities Available

There is an immediate need to fill up to 30 full-time and part-time Refuse Operator positions. The Refuse Operator I Non-Career position (part-time) and Refuse Operator II position (full-time) hourly pay range varies between \$19.734 – \$29.028. The pay range will be based on the candidate's level of experience, work history, and operational needs.

Recruitment Incentive

All new Refuse Operators, including non-career employees, will be eligible for a \$6,000 recruitment incentive total that will be distributed as follows:

- 1st Payment: \$1,000 upon starting and is included in the 2nd or 3rd paycheck
- 2nd Payment: \$2,000 upon completion of 1,044 scheduled hours
- 3rd Payment: \$3,000 upon completion of 3,132 scheduled hours

Hiring Event

Candidates may complete their applications online ahead of the event or in-person on the day of the event. All candidates are asked to bring the following items with them to the hiring event to help expedite the process.

- A copy of DMV K4 driving record
- Driver's license or permit with Class A or B endorsement
- A copy of resume and work history

During the event, candidates can expect an initial work history screening, participation in an interview, and participate in onboarding activities including a background check and the completion of an on-site employment physical examination.

Conditional Offer:

A conditional job offer will be provided to successful candidates at the event contingent upon:

- A copy of a valid California Class "A" or "B" driver's license
- A copy of DMV K4 Driving Record (if applicable)
- Placement on the Civil Service Eligibility List (applies to Refuse Operator I-II full-time positions)
- Passing a Live Scan Background Check
- Passing the Physical Exam provided at the on-site event
- Completion of the Oath

Additional information about the Refuse Operator Hiring Event is available on the attached flyer and at longbeach.gov/rohe0722. Should you have any questions, or require additional information about the event, please contact Josh Hickman, Business Operations Bureau Manager at Joshua.Hickman@longbeach.gov.

ATTACHMENTS

CC: DAWN MCINTOSH CITY ATTORNEY
DOUGLAS P. HAUBERT, CITY PROSECUTOR
LAURA L. DOUD, CITY AUDITOR
LINDA F. TATUM, ASSISTANT CITY MANAGER
TERESA CHANDLER, DEPUTY CITY MANAGER
APRIL WALKER, ADMINISTRATIVE DEPUTY CITY MANAGER
MEREDITH REYNOLDS, SPECIAL DEPUTY CITY MANAGER FOR RECOVERY
TYLER BONNANO-CURLEY, ACTING DEPUTY CITY MANAGER
KEVIN LEE, CHIEF PUBLIC AFFAIRS OFFICER
MONIQUE DE LA GARZA, CITY CLERK
DIKO MELKONIAN, DEPUTY DIRECTOR OF PUBLIC WORKS
JOSHUA HICKMAN, BUSINESS OPERATIONS MANAGER, PUBLIC WORKS
DEPARTMENT HEADS

REFUSE OPERATOR HIRING EVENT

The City of Long Beach is hosting a Refuse Operator Hiring Event to expedite recruitment and onboarding for new Refuse Operators. All interested applicants are invited to participate and become a part of the City's dedicated Refuse Team.



\$6,000 Incentive Available for New Refuse Operators

There is an immediate need to fill up to 30 full-time and part-time Refuse Operator positions with an hourly pay range of \$19.734 – \$29.028.

All new refuse operators, including non-career employees, will be eligible for a recruitment incentive of \$6,000 total that will be distributed as follows:

- 1st Payment: \$1,000 upon starting and is included in the 2nd or 3rd paycheck.
- 2nd Payment: \$2,000 upon completion of 1,044 scheduled hours.
- 3rd Payment: \$3,000 upon completion of 3,132 scheduled hours.

**Saturday,
July 22, 2023
8:30 am - 3:00 pm**

2525 Grand Ave.,
Long Beach, CA 90815

Learn more and apply online at:
longbeach.gov/rohe0722

What to Bring to the Hiring Event

Candidates may complete their applications online ahead of the event or in-person on the day of the event. All candidates are asked to bring the following items with them to the hiring event to help expedite the process.

- A copy of DMV K4 driving record.
- Driver's license or permit with Class A or B endorsement.
- A copy of resume and work history.

During the event, candidates can expect an initial work history screening, participation in an interview and on-boarding activities including a background check and completion of an on-site employment physical examination.

Scan the QR code below to RSVP to the Refuse Operator Hiring Event.



For questions, please email PW-RefuseOperators@longbeach.gov or call 562-570-6203



To request this information in an alternative format or to request a reasonable accommodation, please contact Department of Public Works at lbrecycles@longbeach.gov or 562-570-2850. A minimum of three (3) business days is requested to ensure availability. Reasonable attempts will be made to accommodate requests made within less than three (3) business days.

