

Job Opportunity



Collection System Operator / Grade I



THE POSITION:

Located in the beautiful Las Gallinas Valley of Northern California, between San Rafael and Novato, we are excited to announce an opening for one full-time entry-level Collection System Operator position, either a Collection System Operator or a Grade I operator, depending on your qualifications.

The District offers an exceptional benefit package, including CalPERS membership, and offers a 9/80 alternative work schedule. We are a team dedicated to keeping our world a cleaner and safer place to live, in which the Collection System Operator plays a key role, supporting collection system operations.

Under the general supervision of the Collection System Manager and Lead Collection System Operator, this position performs preventative and corrective maintenance and repairs District gravity wastewater collection system, sewage pump stations and sewage force mains; performs underground televised wastewater line inspection and hydrocleaning and rodding of sewer lines; inspects and performs preventive maintenance, servicing and mechanical repair of stationary and mobile equipment; and performs related work as required.



Collection System Operator:

This is the trainee-level classification in the collection system operator series. Initially under immediate supervision, incumbents learn to inspect, maintain, and repair District collection system infrastructure, pump stations, and related facilities and equipment. Incumbents learn to perform tasks in accordance with District practices and procedures, as well as state and federal regulations. Since this class is often used as a training class, incumbents may have only limited or no directly related work experience.

Collection System Operator Grade I:

This is the first working classification in the collection system operator series. Positions at this level usually perform most of the collection systems infrastructure, pump station, and related facilities and equipment inspection, maintenance, and repair duties required of the positions at the II-level, but are not expected to function at the same skill level and usually exercise less independent discretion and judgment in matters related to work procedures and methods. Work is usually supervised while in progress and fits an established structure or pattern. Exceptions or changes in procedures are explained in detail as they arise. Since this class is often used as a training class, incumbents may have only limited or no directly related work experience.



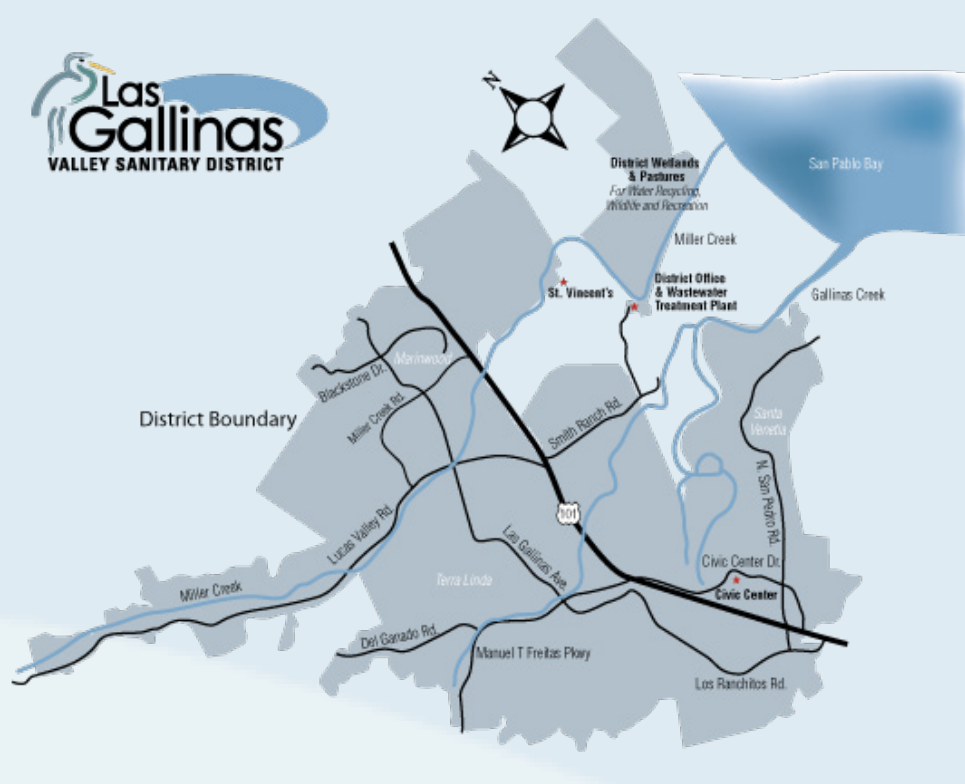
Depending on the position's level, the incumbent will perform professional work, including*:

- Constructs, inspects, maintains, and repairs gravity wastewater collection systems, sewage pump stations, and sewage force mains.
- Operates specialized vehicles and a variety of light and medium equipment, such as is regularly used in the wastewater collection industry, and hand and power tools to clean, flush, maintain, and repair the District's wastewater collection infrastructure, facilities, and equipment.
- Inspects underground wastewater collection pipes, lateral connections, and associated appurtenances using closed-circuit television equipment.
- Inspects pumping station equipment and facilities; reads and records flow meters and gauges; investigates, troubleshoots and performs preventative, corrective and emergency maintenance and repair of pumps, motors, valves and other mechanical and electrical equipment; responds to power outages and installs generators and bypass pumps, as necessary; refers complex electrical, instrumentation and/or mechanical maintenance and repair issues to appropriate maintenance staff and/or the Collection System/Maintenance/Safety Manager.
- Cleans maintenance holes, clean-outs, and other drainage facilities.
- Services and maintains mobile equipment in a clean and orderly condition; makes minor repairs as needed; may service television inspection and specialty hydro-cleaning equipment as needed.

*This list is illustrative and not comprehensive; please review the duties in both job descriptions, which may be found on the Employment Opportunities page on the District's website at <https://www.lgvsd.org/employment-opportunities>.

THE IDEAL CANDIDATE:

An ideal candidate for a Collection System Operator or Grade I operator is eager to learn, adaptable to assignment changes, responsive, and committed to providing high-quality public service while working in both routine and emergency situations. They possess knowledge of wastewater collection system operations, preventative maintenance practices, underground utility locating procedures, traffic control, confined space entry, and applicable safety regulations.



EDUCATION AND EXPERIENCE:

To qualify, a successful incumbent must possess both education and experience, which would provide the required knowledge and abilities.

Any combination of training and experience that would provide the required knowledge, skills, and abilities is qualifying. A typical way to obtain the required qualifications would be:

Collection System Operator: Equivalent to the completion of the twelfth (12th) grade. No prior experience is required.

Collection System Operator Grade I: One (1) year of general maintenance experience involving the use of a variety of tools and equipment, gas and air-driven equipment, and the operation of light to heavy automotive vehicles, or one (1) year of experience equivalent to the Collection System Operator at the Las Gallinas Valley Sanitary District.

Licenses and Certifications:

- *License*
 - Possession of a valid California Driver's License by time of appointment and satisfactory driving record consistent with requirements established by the District.
- *Certification - Collection System Operator Grade I Only*
 - Possess and maintain a valid Grade I Wastewater Collection System certificate issued by the California Water Environment Association (CWEA).

✓ *Per California Government Code, Title 1, Division 4, Chapter 8, Section 3100, "all public employees are hereby declared to be disaster service workers subject to such disaster service activities as may be assigned to them by their superiors or by law."*

✓ *Must be available for regular and emergency standby, weekend assignments, shift assignments, and to be called back and work emergency overtime as needed.*

ABOUT LAS GALLINAS VALLEY

SANITARY DISTRICT:

We understand and embrace our Mission to protect public health by effectively handling the sanitation needs of the community and our role in protecting the environment. Discharging directly into San Pablo Bay presents significant and obvious challenges to doing our job correctly. The District has a strong commitment to the environment in all that we do, as demonstrated by our photovoltaic power generation project, biogas power generation and vehicle fuel project, recycled water facility, and multi-faceted reclamation area project that includes a freshwater marsh, effluent storage ponds, and irrigated pastures. The District has received recognition and many awards for environmental and educational programs. We are known for being innovative, proactive, and successful at what we do. Our approach is to combine effective Pollution Prevention, Educational Programs, and state-of-the-art technologies with a strong, positive relationship with our community.



Founded
in 1955



32
Full-time
employees



30,000
Customers
Served

Location of
Service Area:
San Rafael, CA



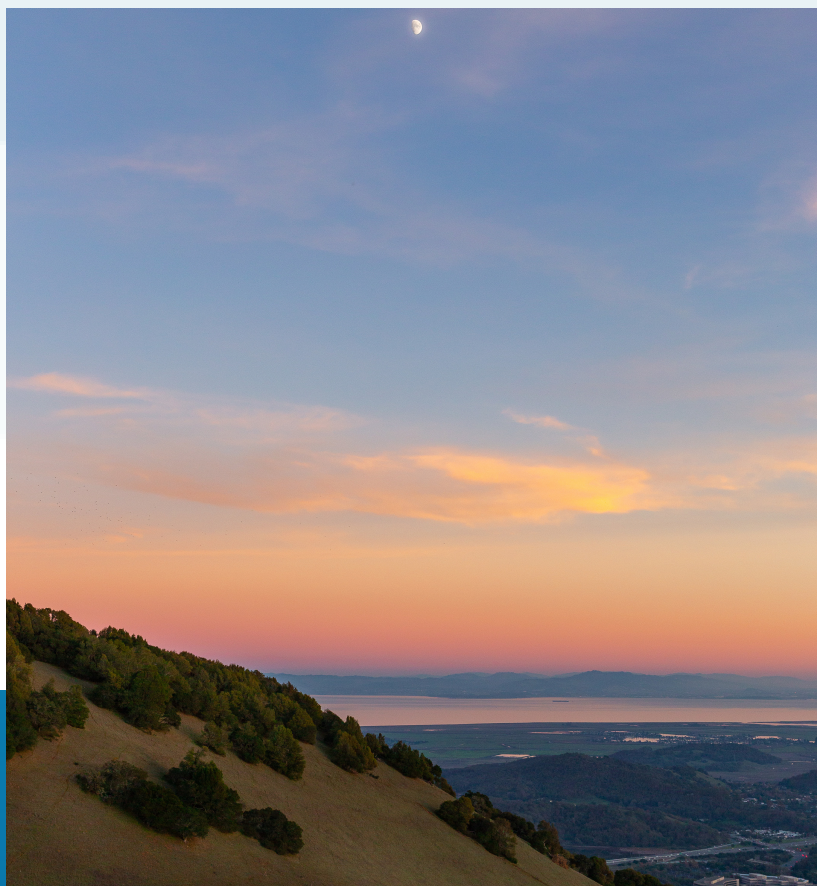
COMPENSATION AND BENEFITS:

The Collection System Operator / Grade I compensation will be dependent on qualifications, background, and successful experience. This is a non-exempt, represented position.

The base salary range for Collection System Operator is \$6,422 - \$8,196 per month.

The base salary range for Collection System Operator Grade I is \$6,747 - \$8,611 per month

- **Health Insurance** — The District participates in PERS/Medical, which offers a wide range of health provider selections. The District pays the premium up to the Kaiser Family Rate.
- **Dental Insurance** — The District provides a self-insured program for employees and eligible dependents, and pays dental expenses up to \$4,000 per year per person.
- **Long Term Disability Insurance** — The District provides LTD.
- **Vision Insurance** — The District provides a comprehensive program for employees and eligible dependents, and pays for up to 50% of the premium.
- **Life Insurance** — The District provides fully paid term life insurance in the amount of \$50,000.
- **Retirement** — The District participates in the California Public Employee Retirement System (PERS); fully vested after 5 years of service. Classic Members may be eligible for a retirement benefit of 2.7% at age 55; New Members are eligible for a retirement benefit of 2% at age 62.
- **Deferred Compensation** — A 457 Plan is available with Employer match up to \$1,200.00 per calendar year.
- **Retirement Medical** — Benefits are available after ten years of District service upon retirement from the District.
- **Social Security** — The District participates in the Social Security System and matches the employee's contribution.
- **Wellness Program** — Employees can participate in a voluntary wellness program consisting of reimbursement of up to \$500.00 per fiscal year.
- **Holidays** — Employees receive 12 holidays per year and 1 Floating Holiday.
- **Vacation** — Employees receive 14 vacation days per year for the first 3 years, 19 days from years 4 to 10, 22 days from years 11 to 15, 24 days for years 16+, and a one-time 5-day vacation bonus after 20 years of service.
- **Sick Leave** — Employees receive 12 days of annual sick leave.



For more information, click
BENEFITS.

APPLICATION AND SELECTION PROCESS:

The Recruitment Schedule

Final Filing Date Open until filled
Preliminary Reviews June 11, 2026
Initial Interviews June 17, 2026



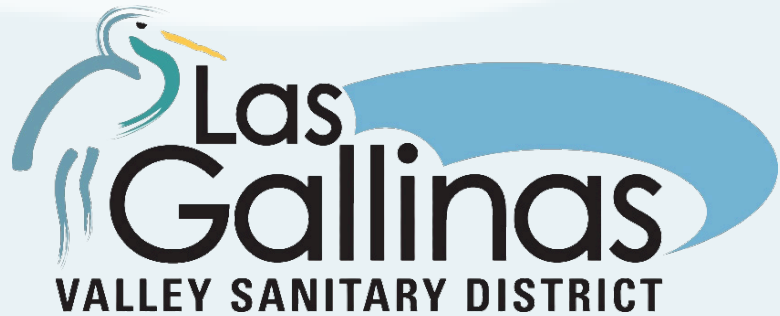
The Recruitment Process

Open until filled, with first review of applications during the week of June 15, 2026. To be considered for this exciting and rewarding career opportunity, please submit your application with résumé and cover letter to jobs@lgvsd.org:

Application materials will be screened in relation to education and experience minimum requirement. Candidates who are determined to be the most highly qualified for the opportunity will be invited to participate in the next step of the selection process, which includes a panel interview.

Possession of the minimum qualifications does not ensure that an applicant will be invited to the next phase of the examination process. The District reserves the right to invite only the most qualified applicants to participate and move forward in the recruitment process for this position.

Pre-employment requirements include passing a background check, physical, and drug screen.



CPS HR  CONSULTING

For additional information about this position, please contact:

Cheri Fairchild
Project Consultant
CPS HR Consulting
E-mail: cfairchild@cpsr.us
Website: www.cpsr.us

