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File ID: 2024-01786

10/21/2024

Discussion Item 2.

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**Appeal of the Disqualification of Omar Alegria from the Utilities Operations and Maintenance Serviceworker (Water Distribution) Recruitment**

File ID: 2024-01786

**Location:** Citywide

**Recommendation:** Pass a **Motion:** 1) waiving formal rules for conducting the hearing pursuant to Civil Service Board Rule 4(11)(c)(7); and 2) adopting the Director’s findings, determinations, and decision of disqualification in the appeal of Omar Alegria for the Utilities Operations and Maintenance Serviceworker (Water Distribution) Recruitment pursuant to Civil Service Board Rule 4.11(c)(6).

**Contact:** Abby Souza, Personnel Analyst, (916) 808-8907, asouza@cityofsacramento.org, Human Resources Department

**Presenter:** Abby Souza, Personnel Analyst, (916) 808-8907, asouza@cityofsacramento.org, Human Resources Department

**Attachments:**

- 1-Description/Analysis
- 2-Job Announcement
- 3-Applicant’s Application
- 4-Notice of Disqualification
- 5-Appeal from Applicant

**Additional Description/Analysis**

**Issue Detail:**

**BACKGROUND**

A job announcement for Utilities Operations and Maintenance Serviceworker (Water Distribution) posted on July 30, 2024 (Attachment 2). On July 31, 2024, Omar Alegria submitted a timely application (Attachment 3) to the job announcement. On September 05, 2024, Appellant Alegria received a notice of disqualification (Attachment 4) stating they did not pass the stated qualifications under the “Experience and Education” portion of the job announcement.

## ISSUE RAISED BY APPELLANT

On September 05, 2024, Appellant Alegria submitted an appeal response (Attachment 5) to the disqualification, citing Civil Service Board (CSB) Rule 4.10(c)(1): Erroneous interpretation or application of the qualification standards prescribed for the classification. Appellant Alegria's appeal states:

“Good evening I am sending this email because I would like to request an appeal for my application being denied for the Utilities Operations and Maintenance Serviceworker (Water Distribution).

I would to be given the opportunity to test and or have an interview for the position. I have both the education and the experience required for this position. I will attach my resume to this email”

## CITY'S RESPONSE TO APPEAL

The City contends the qualification standards prescribed for the classification were correctly applied to Appellant Alegria, and they do not meet the qualification standards as stated in the job announcement. The City responds to each item raised by Appellant Alegria's, respectively, as follows:

- I. The minimum qualifications for the classification that Appellant Alegria applied to are as follows:

### EDUCATION and EXPERIENCE

#### Experience:

Two years of work experience in the installation, construction, and/or repair of: water distribution, sewer, drainage collection, or waterway systems

#### Education:

High school diploma or G.E.D. equivalent

- II. The City interprets and consistently applies the minimum qualifications to mean: two (2) years of experience in the installation, [of a water distribution, sewer, drainage collection, or waterway systems], construction [of a water distribution, sewer, drainage collection, or waterway systems], and/or repair of [a] water distribution, sewer, drainage collection, or waterway systems; and a high school diploma or G.E.D equivalent.

III. Appellant Alegria meets the education requirement of this classification. However, the experience listed in the Work Experience section of the application did not demonstrate any qualifying work experience in the **installation, construction, and/or repair of a: water distribution, sewer, drainage collection, or waterway systems.**

While the appellant did provide experience in their application regarding street construction and landscaping maintenance, this cannot be considered as the minimum qualifications specifically state the qualifying work experience must be in the installation, construction, and/or repair of a: water distribution, sewer, drainage collection, or waterway systems.

The additional details of appellant Alegria's work experience provided in their appeal, via the attached resume, could not be accepted or considered since the information was received past the final filing deadline of August 27, 2024. Applications are screened based on the information provided by the applicant in the work experience section of the employment application prior to the final filing deadline, as outlined in the job announcement.

IV. Based on the work experience provided on the application, Appellant Alegria failed to demonstrate they meet the minimum qualifications for the classification.

As stated in the selection procedures of the job announcement (Attachment 2), only candidates who meet the minimum qualifications, or are determined to be the most qualified in the event of a large candidate pool, will proceed in the recruitment process and be eligible to participate in the performance examination. Only individuals who pass the performance examination, and are selected by the department, are eligible for an interview.

V. The same evaluation standards prescribed for the classification were applied to all applicants.

As such, the Director of Human Resources recommends that the Board adopt the Director's findings, determination, and decision of disqualification pursuant to Civil Service Board Rule 4.11(c)(6).

**Policy Considerations:** Civil Service Board Rule 4.3 Disqualification (a) Failure to meet any of the requirements or qualifications established forth examination, as published in the announcement. Appeals for disqualification shall be heard by the Board unless the Board requests and receives permission from the City Council to utilize the services of a hearing officer. (Civil Service Board Rule 4.11). When the Board hears the appeal itself, the Board may waive the formal rules of procedure in the interest of justice in individual cases and may adopt its own findings, determinations, and decision for adoption and incorporation into the official Board minutes. (Civil Service Board Rules 4.11(c)(6) and (c)(7)).

**Economic Impacts:** Not applicable.

**Environmental Considerations:** The recommendation does not constitute a “project” as defined by the CEQA Guidelines as the recommendation is a continuing administrative or maintenance activity and an organizational or administrative activity of the City that will not result in a direct or indirect physical change in the environment. (CEQA Guidelines sections 15378(b)(2) and 15378(b)(5)).

**Sustainability:** Not applicable.

**Commission/Committee Action:** Not applicable.

**Rationale for Recommendation:** The City strives to ensure the qualification and evaluation standards prescribed for recruitment processes and practices are correctly and consistently applied to all applicants. Based on the information provided with Appellant Alegria’s application, Appellant Alegria did not meet the qualification standards as stated in the job announcement for this position.

**Financial Considerations:** Not applicable.

**Local Business Enterprise (LBE):** Not applicable.



City of Sacramento  
**Utilities Operations and Maintenance**  
**Serviceworker (Water Distribution)**

<b>SALARY</b>	\$31.31 - \$44.06 Hourly \$2,504.91 - \$3,524.66 Biweekly \$5,427.30 - \$7,636.75 Monthly \$65,127.58 - \$91,641.04 Annually	<b>LOCATION</b>	Sacramento, CA
<b>JOB TYPE</b>	Full-Time Career	<b>JOB NUMBER</b>	007001-24-DOU-W
<b>DEPARTMENT</b>	Utilities	<b>DIVISION</b>	Water Distribution
<b>OPENING DATE</b>	07/30/2024	<b>CLOSING DATE</b>	8/27/2024 11:59 PM Pacific

## THE POSITION

### THIS POSITION IS FOR THE WATER DIVISION

A Utilities Operations and Maintenance Serviceworker in Water Distribution plays an important role in delivering safe drinking water to the City of Sacramento residents. This position will carry out a variety of duties within the six Water Distribution Sections: Water Quality, Repairs, Tap and Hydrant Shop, Leak Detection and 1st Responders, Water Meter Shop, and Construction. This position will require working in a variety of weather conditions and environments.

### IDEAL CANDIDATE STATEMENT

A Utilities Operations and Maintenance Serviceworker is an entry-level position within the Water Distribution section. The ideal candidate should have experience in construction, installation, and/or repair of Water Distribution systems. The ideal candidate should be able to perform manual labor over extended periods of time in a wide range of construction and maintenance activities, using standard methods and equipment. Additionally, the ideal candidate will work effectively with utilities customers, other City employees, contractors, and the general public.

To perform skilled and semi-skilled work in the construction, maintenance, and repair of water distribution, wastewater collection, and storm drainage systems and assets, including, but not limited to, levees, waterways, detention basins; maintenance holes, drain inlets, and underground pipelines; and drainage facility appurtenances and drainage facility access roads.

### DISTINGUISHING CHARACTERISTICS

This is the entry-level class in the Utilities Operations and Maintenance Services series. Incumbents of this class perform a wide range of construction, maintenance, and repair tasks, which encompass various levels of labor skills. Positions assigned to this class perform with greater independence and discretion as knowledge and abilities are acquired.

This class is distinguished from the next higher-level classification of Utilities Operations and Maintenance Leadworker in that the latter performs more complex work and provides lead guidance and direction. The Utilities Operations and Maintenance Serviceworker is distinguished from the lower class of Utilities Operations & Maintenance Serviceworker Apprentice which is the training level classification in the Utilities Operations and Maintenance series. Positions may be flexibly staffed and filled from the Utilities Operations and Maintenance Serviceworker Apprentice class.

### SUPERVISION RECEIVED AND EXERCISED

General Supervision is provided by a Utilities Operations and Maintenance Supervisor. Technical supervision is provided by Utilities Operations and Maintenance Leadworkers.

## **ESSENTIAL DUTIES AND RESPONSIBILITIES**

The following duties are typical for this classification. Depending on appointment, incumbents may not perform all the listed duties and may be required to perform related duties as needed.

- Install, remove and repair large and small water, wastewater, and drainage services.
- Cut, fit, lay, repair, clean, and flush water, sewer, and drainage mains, valves, and hydrants.
- Spray for weed control, clean, and otherwise maintain canals, drainage ditches, and levees using hand and/or power tools.
- Operate large trucks and construction equipment such as loaders, backhoes, excavators, vacuum machines, compressors, cranes, hoists, slope mowers, and terra tracs.
- Operate a truck; perform minor servicing to truck and report mechanical or other problems; keep truck clean, serviceable, and stocked with supplies and materials.
- Installation, maintenance and repair of meters and meter reading devices; disassemble, clean, inspect, and replace worn parts, reassemble, and test for accuracy and leaks.
- Assist in the fabrication and repair of water, sewer, and drainage system parts and equipment such as pipefittings, valves, pumps, small engines, and a variety of tools used in water, sewer, and drainage construction and maintenance.
- Operate a rodding machine and truck, hydraulic equipment, high pressure combination cleaner and closed-circuit camera equipment in preventive maintenance and emergency cleaning of sanitary sewers and storm drains.
- Locate, excavate, tap, and repair water lines, sewer lines, and storm drain facilities.
- Install barricades and route traffic in a safe manner.
- Build, raise, lower, and repair maintenance holes and water meter boxes.
- Operate a jackhammer; pour and finish concrete.
- Operate and maintain a variety of pipe cleaning, inspection, and maintenance equipment including video, air and smoke test, vapor roter and pest control equipment.
- Maintain an inventory of parts, supplies, and safety equipment used by field construction and maintenance crews.
- Check and update as-built drawings and maps.
- Maintain routine records within the Computerized Maintenance Management System.
- Operate modern office equipment, including personal or laptop computers.
- Provide information to interested citizens and ensure the safety of the public in performing water, sewer, and drainage maintenance.
- Provide exceptional customer service to those contacted in the course of work.
- Performs other related duties as assigned; not all duties listed are necessarily performed by each individual holding this classification.

## **QUALIFICATIONS**

### **Knowledge of:**

- Methods, materials, and equipment used in the construction, repair, and maintenance of water distribution, wastewater collection, and storm drainage systems.
- Regulatory Standards for Water, Wastewater or Drainage as specified through American Water Works Association (AWWA), California Water Environmental Association (CWEA), and American Public Works Association (APWA) based on assignment.
- Safe and efficient work practices.
- City geography and the municipal street system.
- Modern office equipment such as personal or laptop computers.

### **Ability to:**

- Perform heavy, manual labor over extended periods of time.
- Perform a wide range of construction and maintenance activities, using standard methods and equipment.
- Work effectively with Utilities customers, other City employees, contractors, and the general public.

- Safely and efficiently use hand and power tools.
- Safely and efficiently operate heavy construction and repair equipment.
- Respond to emergencies as required.
- Recognize and deal with hazards encountered in the course of work.
- Read, interpret, and understand blueprints and construction drawings.
- Modify as-built maps as necessary.
- Perform computer operations and specialized business applications.
- Understand and follow oral and written instructions.

## **EDUCATION AND EXPERIENCE:**

### Education:

High school diploma or G.E.D. equivalent.

### Experience:

Two years of work experience in the installation, construction, and/or repair of: water distribution, sewer, drainage collection, or waterway systems.

## **SPECIAL QUALIFICATIONS**

### Driver License:

- Possession of a valid California Class C Driver License at the time of appointment. Individuals who do not meet this requirement due to physical disability will be reviewed on a case-by-case basis.
- Possession of a valid California Class B Driver Permit is required as a condition of continued employment within ninety (90) days after appointment. Possession of a valid Class B Driver License, with appropriate endorsements, is required by the end of the probationary period.
- Possession of a valid California Class A Driver License with appropriate endorsements is required by the end of the probationary period for some assignments.

### Certificate:

- For assignments in Water Distribution: Possession of a Water Distribution Operator Grade I or higher Certificate issued by the State of California is required by the end of the employee's probation period.
- Possession of a Collection Systems Maintenance Grade I or higher Certificate issued by the California Water Environment Association (CWEA) is desirable.

### Assessment:

If considered for appointment, candidates must pass a pre-employment drug test.

### Respiratory Protective Equipment:

Work in this class requires wearing respiratory protective equipment at times. When assigned to such assignments, facial hair must be shaven when it interferes with the safe fitting of respiratory protective equipment.

### Residency Requirement:

Employees in this classification must reside within thirty-five (35) air miles from the freeway interchange at W-X Streets, 29th - 30th Streets within one year following appointment.

## **PHYSICAL DEMANDS AND WORK ENVIRONMENT**

### Environmental Conditions:

Field environment: exposure to a variety of weather conditions, heavy equipment, traffic, dust, noxious fumes and noise.

### Physical Conditions:

Walking and climbing; lifting and carrying heavy objects; bending and stooping continually and for extended periods of time; and working in cramped and awkward positions.

Work Conditions:

Subject to twenty-four hour emergency call.

## PROBATIONARY PERIOD

Employees must complete twelve (12) months of probation at a satisfactory performance level prior to gaining permanent status.

## THE SELECTION PROCEDURE

**Please note, the City of Sacramento's preferred method of communication with applicants is via e-mail. As such, please ensure you verify the e-mail address on your application, and check your e-mail frequently, including your spam and junk folders. All e-mail notifications can also be accessed through the [governmentjobs.com](http://governmentjobs.com) applicant inbox.**

**1. Application:** (Pass/Fail) – All applicants must complete and submit online a City of Sacramento employment application to the Employment Office **by the final filing deadline:**

- Employment applications must be submitted online; paper applications will not be accepted.
- Employment applications **will be considered incomplete and will be disqualified:**
  - If applicants do not list current and past job-related experience in the duties area of the "Work Experience" section. **Note: Qualifying experience is based on full-time experience (40 hours per week). Qualifying experience is calculated to the full-time equivalent (pro-rated if less than 40 hours/week).**
  - If "see resume" is noted in the "Work Experience" section; a resume will not substitute for the information required in the "Work Experience" section.
- Position/job titles will not be considered in determining eligibility for meeting the minimum qualifications for this position.
- If you're requesting Veteran's credit, a copy of your DD214 must be submitted online with your application or emailed to the Employment Office by the final filing deadline. Information regarding the use of Veteran's credit can be found in the Civil Service Board rules under rule [4.9C. \(Download PDF reader\)](#)
- Applicants are responsible for attaching a copy of their DD214 to each position for which they apply.

**2. Screening Committee:** (Pass/Fail)– Human Resources will evaluate employment applications for the minimum qualifications stated on the job announcement.

**3. Screening For Most Qualified:** (Pass/Fail) – In the event of a large candidate pool, each candidate's Work Experience section of the application will be evaluated and rated. Only those candidates determined to be the **most qualified** will proceed to the next step in the selection process. A resume will not substitute for the information required in the Work Experience section of the application.

**4. Performance Test:** (Weighted 100%) – Qualified candidates will be notified by email of the test date, time, and location approximately one to two weeks prior to the test. The performance test will be job related and may include, but not limited to, the knowledge and abilities as outlined above. The performance exam will be administered in English only.

**TEST EXEMPTION** - If you have previously taken the Utilities Operations and Maintenance Serviceworker (Water) exam *within the past year of the final filing date of this posting*, you may be considered exempt from taking the Utilities Operations and Maintenance Serviceworker (Water) Exam.

The City of Sacramento's Human Resources Department will verify applicant's eligibility at the time of the final filing deadline of this job posting.



**5. Eligibility-** Candidates who pass the performance test will be placed on an eligible list. The hiring department may contact those on the eligible list for an interview at any time during the life of the one-year list. Candidate's eligibility expires year from the date of notification of a passing score for the Utilities Operations and Maintenance Serviceworker (Water) examination. Candidates can take the examination at any time to maintain eligibility.

- If you are currently on an active eligible list for the Utilities Operations and Maintenance Serviceworker (Water) classification, it is unnecessary to retake the examination.
- The eligible list is effective one year from the date of passing the examination for the Utilities Operations and Maintenance Serviceworker (Water).
- If you are hired from the eligible list you will no longer have active status on the eligible list per [Civil Service Board Rule \(Download PDF reader\)](#), 5.7(i). Applicants interested in maintaining their eligibility will need to take and pass the exam after their hire date.

**6. Conditional Hire:** Upon receipt of a conditional offer, the selected candidate must complete and pass LiveScan / fingerprinting; review by Human Resources, a pre-employment medical exam, controlled substance and / or alcohol test, and possess any required licensure or certification prior to receiving a start date from the Department. Failure to meet these prerequisites will be grounds for withdrawal of your conditional offer of employment.

#### QUESTIONS:

For questions concerning this job announcement and the application process:

- Please visit <https://www.governmentjobs.com/Home/ApplicationGuide> for a comprehensive, step-by-step guide to the application process.
- For technical support between 6 AM - 5 PM PT, contact Live Applicant Support at (855) 524-5627.
- Visit the City of Sacramento Human Resources Department website at <https://www.cityofsacramento.gov/HR/employment>;
- Send an email to [employment@cityofsacramento.org](mailto:employment@cityofsacramento.org); or
- Call the Human Resources Department at (916) 808-5726

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#### Agency

City of Sacramento

#### Address

915 I Street  
Historic City Hall  
Sacramento, California, 95814-2604

#### Phone

(916) 808-5726

#### Website

<http://portal.cityofsacramento.org/HR>

## Utilities Operations and Maintenance Serviceworker (Water Distribution) Supplemental Questionnaire

### \*QUESTION 1

**APPLICATION:** I understand my application must meet the minimum qualifications for consideration of employment with the City of Sacramento. The experience I list in the duties area of the "Work Experience" section of the employment application will be used to determine if I meet the minimum qualifications as stated on the job announcement. A resume, responses to the supplemental questions requiring a narrative response, employment history listed elsewhere in the application or attachments will not substitute for the information required in the "Work Experience" section of the employment application. Position/job titles will not be considered in determining eligibility for meeting the minimum qualifications for this position. Note: Qualifying experience is based on full-time experience (40 hours per week). Qualifying experience is calculated to the full-time equivalent (pro-rated if less than 40 hours/week). Please refer to the

City of Sacramento's Applicant Resources Page for Screening Instructions:

<https://www.cityofsacramento.gov/HR/employment>

Yes

**\*QUESTION 2**

I understand that I must reside within thirty five (35) air miles from the freeway interchange at W-X Street, 29th - 30th Streets within one year following appointment.

Yes

**\*QUESTION 3**

**SUPPLEMENTAL QUESTIONNAIRE:** The answers to the questions below will be reviewed by the hiring department along with the information provided in your employment application. Therefore, your answers must be consistent with your employment application information (especially in the "Education" and "Work Experience" sections), must be unambiguous, and must contain sufficient but concise detail and organization. A resume will not be accepted in lieu of completing this Supplemental Questionnaire. Lack of clarity, incomplete or inconsistent information, and/or disorganized presentation may negatively affect the hiring department's review of your Supplemental Questionnaire. I understand and agree to the above instructions.

Yes

**\*QUESTION 4**

Describe your experience in underground construction, job-site safety, and/or traffic control.

**\*QUESTION 5**

Do you have experience using heavy equipment? If so, describe equipment and experience.

**\*QUESTION 6**

At the time of application, I possess:

- No education or relevant training
- An associate degree
- A Bachelor's Degree
- A Master's Degree
- A Juris Doctorate (JD)

**\*QUESTION 7**

At the time of application, I have taken:

- No formal training courses or programs
- One (1) relevant, formal training courses or programs
- Two (2) relevant, formal training courses or programs
- Three (3) relevant, formal training courses or programs
- Four (4) or more relevant, formal training courses or programs

**\*QUESTION 8**

At the time of application, I possess:

- No relevant experience
- The minimum experience required by this job posting

- An additional six (6) months – one (1) year of relevant experience as required by this job posting
- An additional one (1) year – two (2) years of relevant experience as required by this job posting
- An additional two (2) or more years of relevant experience as required by this job posting

**\*QUESTION 9**

**At the time of application, I possess:**

- No supervisory experience
- Six (6) months – one (1) year of supervisory experience
- One (1) year – two (2) years of supervisory experience
- Two (2) year – three (3) years of supervisory experience
- Three (3) or more years of supervisory experience

\* Required Question

**Contact Information -- Person ID: 48201487**

Name: Omar Barron Alegria Address: [Redacted]  
Home Phone: [Redacted] Alternate Phone: [Redacted]  
Text Messaging Mobile No: [Redacted] Email: [Redacted]  
Notification Preference: Email Former Last Name:  
Month and Day of Birth: [Redacted]

**Personal Information**

Driver's License: [Redacted]  
Can you, after employment, submit proof of your legal right to work in the United States? Yes  
What is your highest level of education? Some College

**Preferences**

Types of positions you will accept: Regular  
Types of work you will accept: Full Time  
Types of shifts you will accept: Day

**Education**

**High School**  
*Hiram Johnson Main Campus*  
-  
Did you graduate: Yes  
Highest Level Completed: 12  
Did you receive a GED? Yes  
Degree Received: High School Diploma

**College/University**  
*Sacramento City College*  
-  
Did you graduate: No  
Major/Minor: Biological Science  
Units Completed: 30 Semester  
Degree Received: No Degree

**Work Experience**

**Street Construction Trainee**  
11/2023 - Present  
Hours worked per week: 40  
Name of Supervisor: [Redacted] - Crew supervisor  
May we contact this employer? Yes  
City Of Sacramento  
918 Del Paso Rd  
Sacramento , California 95834  
311

**Duties**

Oversaw a variety of road work tasks and operations.  
Upheld safety rules and precautions in all performed tasks.  
Operated heavy machinery and road work equipment on a regular basis.  
Assisted in construction and repair road facilities.  
Provided training support for new city employees as necessary

**Reason for Leaving**

Still activity working

**Landscaping Technician**  
6/2008 - 11/2024  
Hours worked per week: 40  
Name of Supervisor: [Redacted] - Owner of

Patrick's Landscaping  
5412 Argo Way  
Sacramento , California 95820  
9167097368

Company  
May we contact this employer? Yes

**Duties**

High experience base in landscape and groundskeeping work  
Excellent familiarity with a variety of tree and plant types  
Strong expertise in operating small and large hand and motorized garden and landscaping tools  
Superior ability to work in a variety of extreme outdoor temperatures  
Exceptional ability to lift objects weighing up to 75 pounds  
Good prioritizing and organizing skills  
Sound communication and interpersonal skills  
Landscaping demolition  
Landscaping construction remodeling

**Labour / Backup Driver**  
5/2019 - 4/2020

Hours worked per week: 40  
Name of Supervisor: [REDACTED]  
May we contact this employer? Yes

Terracare  
9350 Viking Pl  
Roseville, California 95747  
+1 916-945-5000

**Duties**

Provided landscaping services for numerous residential homes and businesses.  
Maintained grounds using hand and power tools.  
Ensured all sprinkler and irrigation systems were properly functioning.  
Managed grounds care for 45+ customers each month  
Created lawncare schedule to enhance team productivity.  
Adhered to all safety precautions; served as lead when on jobs to protect crew

**Reason for Leaving**

I didn't accept the 20% pay cut and was going to have to wait another year to become an irrigation technician

**Manufacturing Personnel**  
5/2018 - 5/2018

Hours worked per week: 36  
# of Employees Supervised: 0  
Name of Supervisor: [REDACTED] Weekend  
Supervisor  
May we contact this employer? Yes

ITW Rippey  
<https://rippy.com/>  
?5000? ?Hillsdale? ?Cir  
,? ?El? ?Dorado? ?Hills, California 95762  
(916)856-0412

**Duties**

Excellent understanding of the importance of teamwork  
Special attention to detail  
Ability to focus on the job at hand  
Mechanical skills needed to find while extracting from mold  
Experience with assembly line production of very small and large items  
Hand-eye coordination needed for assembly of small parts  
Ability to communicate with others to ensure proper flow of the line  
Neutralize Chlorine to be treated in shop before sending it to drainage

**Reason for Leaving**

No opportunities for promotion in the company

**Certificates and Licenses**

**Skills**

Office Skills

Typing: 60

Data Entry: 0

Languages

Spanish - Speak, Read, Write

**Additional Information****References****Resume**

Text Resume

**Attachments**

<b>Attachment</b>	<b>File Name</b>	<b>File Type</b>	<b>Created By</b>
2024 Resume .pdf	2024 Resume .pdf	Resume	Job Seeker

**Agency-Wide Questions**

1. Q: Are you currently employed by the City of Sacramento? (Please Note: City employees are still required to indicate job-related experience, including their city job-related experience in the "Work Experience" section of this application.)

A: No

2. Q: If 'No' to Question #1, have you ever been employed by the City of Sacramento?

A: No

3. Q: If 'Yes' to Question #2, state which department(s) and date(s) you left. If 'No' or you are currently employed with the City, please enter N/A.

A: N/A

4. Q: Do you have a high school diploma or equivalent?

A: Yes

5. Q: Please tell us how you heard about this job opening:

A: Careers in Government

6. Q: If you selected "other," please specify how you heard about this job. This can include community organization, event, professional organization, social medial or website, or any option not listed in the question above. Be specific. If you did not select "other," write N/A.

A: N/A

7. Q: I understand that if the position for which I am applying **requires** proof of Education, Certification, and/or License I must provide documented proof at the time of appointment.

A: Yes

**8. Q:** I understand that I **must list** current and/or past job-related experience in the **duties area of the "Work Experience"** section of the employment application. The experience I list will be used to determine if I meet the minimum qualifications as stated on the job announcement. Applications that do not list current and/or past job-related experience will be considered incomplete and will be rejected; omitted information cannot be considered or assumed. A resume, responses to the supplemental questions, or employment history listed elsewhere in the application or attachments **will not substitute** for the information required in the "Work Experience" section of the employment application. Note: Qualifying experience is based on full-time experience (40 hours per week). Qualifying experience is calculated to the full-time equivalent (pro-rated if less than 40 hours/week). Internships and/or volunteer experience, whether paid or unpaid, will be counted as qualifying experience, but must be listed in the Work Experience section of the employment application.

A: Yes

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**9. Q:** I certify that all statements in this application are true and complete. I agree and understand that any misstatements or omissions of material facts herein will cause forfeiture on my part of all rights to employment by the City of Sacramento. I understand that if I do not meet the announced requirements, I will be eliminated from the examination. I hereby authorize the City to verify the accuracy of the information I have provided on this application.

A: Yes

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**10. Q:** I authorize any duly accredited representative of the City of Sacramento to obtain copies of all records relating to my driver's license from the California Department of Motor Vehicles and from any other state in which I have been licensed to drive.

A: Yes

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**11. Q:** I authorize any duly accredited representative of the City of Sacramento to obtain any information relating to my activities from prior and current employers and others. This information may include, but not be limited to, achievement, performance, attendance, personal history, and disciplinary information. I direct prior and current employers to release such information upon request to the duly accredited representative of the City of Sacramento regardless of any agreement I may have had with you previously to the contrary. I release any individual, including records custodians, from all liability for damages that may result to me on account of compliance or any attempts to comply with this authorization.

A: Yes

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**12. Q:** I understand my application must be submitted in English in order to be considered for employment.

A: Yes

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**13. Q:** I understand the City of Sacramento may use text messaging as a method of communication with applicants and I must opt in to receive text message communication through my governmentjobs.com account. Furthermore, I understand if I opt out of receiving text messaging through my governmentjobs.com account, I may forfeit my ability to receive pertinent information regarding the application process. \*\*\*Message and Data rates may apply.

A: Yes

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**14. Q:** I understand if I opted in to receiving text messages via my governmentjobs.com account, the City of Sacramento will contact me via text messaging on the number(s) provided in my application regarding employment opportunities, the examination process, and/or the on-boarding process. \*\*\*Message and Data rates may apply.

A: Yes

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A: Yes

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**4.** Q: Describe your experience in underground construction, job-site safety, and/or traffic control.

A: I have about one year and a half of plumbing where my crews main job was to do trenchless sewer line depending the area we would have to any from 4-7 feet and I currently am working as a street construction trainee for the city of Sacramento

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**5.** Q: Do you have experience using heavy equipment? If so, describe equipment and experience.

A: As a street construction trainee we use the roller , backhoe front bucket only, Air jack hammers , and whack-A-Packers

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**6.** Q: At the time of application, I possess:

A: No education or relevant training

---

**7.** Q: At the time of application, I have taken:

A: No formal training courses or programs

---

**8.** Q: At the time of application, I possess:

A: An additional one (1) year – two (2) years of relevant experience as required by this job posting

---

**9.** Q: At the time of application, I possess:

A: Six (6) months – one (1) year of supervisory experience



## Omar Barron Alegria



### Class A

Restricted to Automatic

### Endorsements

Tanker

Combinations

Air Brakes

### SKILLS

Type 90 words per minute

Excellent customer service

Skilled in billing and filing procedures

Basic knowledge of computer programs

Bilingual English and Spanish

### EDUCATION

Hiram Johnson Main Campus

Degree: High School Diploma

Years: September 2004 - June 2008

Sacramento City College

Address: 3835 Freeport Blvd, Sacramento, Ca 95822

Degree; Biological Science (Uncompleted)

Years: August 2008- 2013

**Work Experience:**

**City of Sacramento**

Street Construction Labour Trainee

November 2023- Current

Supervisor : [REDACTED]

- Oversaw a variety of road work tasks and operations.
- Upheld safety rules and precautions in all performed tasks.
- Operated heavy machinery and road work equipment on a regular basis.
- Assisted in construction and repair of bridges and other road facilities.
- Provided training support for new city employees as necessary

**Terracare/ Jesen Landscaping**

Labor/ Back driver/ irrigation in training

May 2019-April 2020

Supervisors: [REDACTED]

[REDACTED] Cell : [REDACTED]

[REDACTED]

9350 Viking PI , Roseville ,CA 9574

- Provided landscaping services for numerous residential homes and businesses.
- Maintained grounds using hand and power tools.
- Ensured all sprinkler and irrigation systems were properly functioning.
- Managed grounds care for 45+ customers each month
- Created lawncare schedule to enhance team productivity.
- Adhered to all safety precautions; served as lead when on jobs to protect crew

## **ITW Rippey**

MFP

Supervisor: [REDACTED]

Cell: [REDACTED]

Work Phone:(916)850-6201

Lead: [REDACTED]

Cell: [REDACTED]

5000 Hillsdale Cir, El Dorado Hills, CA 95762

January 2017- October 2017

May 2018 - May 2019

- Excellent understanding of the importance of teamwork
- Special attention to detail
- Ability to focus on the job at hand
- Mechanical skills needed to find while extracting from mold
- Experience with assembly line production of very small and large items
- Hand-eye coordination needed for assembly of small parts
- Ability to communicate with others to ensure proper flow of the line

## **Patrick's Landscaping**

Gardener

5412 Argo Way, Sacramento, CA 95820

Supervisor: [REDACTED]

Cell: [REDACTED]

June 2008- 2022

- High experience base in landscape and groundskeeping work
  - Excellent familiarity with a variety of tree and plant types

- Strong expertise in operating small and large hand and motorized garden and landscaping tools
- Superior ability to work in a variety of extreme outdoor temperatures
- Exceptional ability to lift objects weighing up to 75 pounds
- Good prioritizing and organizing skills
- Sound communication and interpersonal skills





Omar Barron Alegria  
[REDACTED]  
[REDACTED]

September 5, 2024

Dear Omar Barron Alegria:

Your application for Utilities Operations and Maintenance Serviceworker (Water Distribution), 007001-24-DOU-W, has been received. Although your qualifications were carefully reviewed, your application did not pass the stated qualifications under Experience and Education portion of the job announcement.

At this time, we are not able to accept any additional information or documentation, as the final filling deadline has passed, and the position has closed.

Thank you for your interest in employment with the City of Sacramento. We hope you will continue to apply for other positions for which you may be qualified. Please be sure to log onto the City of Sacramento website at <https://www.governmentjobs.com/careers/saccity> for current job openings.

#### APPEAL PROCESS FOR CIVIL SERVICE EXAMINATIONS

Pursuant to Civil Service Board (CSB) Rule 4.10 (c), candidates who fail any part of the application or examination process may appeal in writing to the CSB within fifteen (15) calendar days after the date of this notice. The following are the grounds for appeal:

- (1) Erroneous interpretation of application of qualification standards prescribed for classification:  
or
- (2) Improper procedure in the administration of the test: or
- (3) Discrimination based on race, color, religion, national origin, political beliefs, sex, physical handicap, marital status, pregnancy, age, or sexual orientation.

A written appeal must state the grounds for appeal, the supporting facts, and the remedy requested. Appeals must be submitted to [employment@cityofsacramento.org](mailto:employment@cityofsacramento.org) within fifteen (15) calendar days after the date of this notice.

Sincerely,

Elizabeth Jones  
City of Sacramento  
Human Resources Department

**Follow us on social media**

LinkedIn: <https://www.linkedin.com/showcase/human-resources-department-city-of-sacramento/about/?viewAsMember=true>

Facebook: <https://www.facebook.com/CityofSacramentoHR/>

Instagram: [https://www.instagram.com/thecityofsac\\_hr/?hl=en](https://www.instagram.com/thecityofsac_hr/?hl=en)

**Stay informed about City career opportunities**

Review Applicant Resources:

<https://www.cityofsacramento.gov/HR/employment>

Sign up for job interest cards:

<https://www.cityofsacramento.gov/content/dam/portal/hr/Divisions/ECD/JobInterestCard.pdf>

If you do not want to receive emails please click on the following : [Unsubscribe from Emails](#)

**From:** [Employment](#)  
**To:** [omar barron](#)  
**Subject:** RE: Appeal request ( Omar Alegria )  
**Date:** Monday, September 9, 2024 2:11:00 PM

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Hello,

This email is to confirm we are in receipt of your appeal. Your appeal will be presented to the Civil Service Board at the October meeting, scheduled for 10/21/24. You will receive additional meeting details closer to the meeting date from Human Resources Administration.

Please be aware, written appeals are heard by the Civil Service Board in a public meeting and on the public record. Written appeals, application materials, and correspondence will be posted publicly online as part of the meeting agenda.

Thank you,

Employment, Classification & Development  
City of Sacramento | Human Resources  
Historic City Hall  
915 I Street, Plaza Level | Sacramento, CA 95814  
(916) 808-5726 | [classcompstudy@cityofsacramento.org](mailto:classcompstudy@cityofsacramento.org)

---

**From:** omar barron [REDACTED]  
**Sent:** Friday, September 6, 2024 4:35 PM  
**To:** Employment <[Employment@cityofsacramento.org](mailto:Employment@cityofsacramento.org)>  
**Subject:** Re: Appeal request ( Omar Alegria )

I would to be given the opportunity to test and or have an interview for the position. I have both the education and the experience required for this position.

I will attach my resume to this email

On Fri, Sep 6, 2024, 3:43 PM Employment <[Employment@cityofsacramento.org](mailto:Employment@cityofsacramento.org)> wrote:

Hi Omar,

The information provided below is the Civil Service Board rule. However, we also need the remedy to proceed. Please respond to this email with the remedy you are requesting.

Thank you,



---

**From:** omar barron [REDACTED]  
**Sent:** Friday, September 6, 2024 2:39 PM  
**To:** Employment <[Employment@cityofsacramento.org](mailto:Employment@cityofsacramento.org)>  
**Subject:** Re: Appeal request ( Omar Alegria )

(1) Erroneous interpretation of application of qualification standards prescribed for classification

On Fri, Sep 6, 2024, 2:32 PM Employment <[Employment@cityofsacramento.org](mailto:Employment@cityofsacramento.org)> wrote:

Hello,

Thank you for providing the Civil Service Board Rule you are appealing under. Please respond to this email within 48 hours and provide the remedy you are requesting. Failure to respond will result in your appeal not moving forward in the process.

Thank you,

Employment, Classification & Development  
City of Sacramento | Human Resources  
Historic City Hall  
[915 I Street](#), Plaza Level | Sacramento, CA 95814  
(916) 808-5726 | [classcompstudy@cityofsacramento.org](mailto:classcompstudy@cityofsacramento.org)

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**From:** omar barron [REDACTED]  
**Sent:** Friday, September 6, 2024 1:09 PM  
**To:** Employment <[Employment@cityofsacramento.org](mailto:Employment@cityofsacramento.org)>  
**Subject:** Re: Appeal request ( Omar Alegria )

Rule 4.10 (c), candidates who fail any part of the application or examination:

(1) Erroneous interpretation of application of qualification standards prescribed for classification

On Fri, Sep 6, 2024, 10:46 AM Employment <[Employment@cityofsacramento.org](mailto:Employment@cityofsacramento.org)> wrote:

Hi Omar,

If you would like to move forward with your appeal, please respond to this email within 48 hours and cite the Civil Service Board Rule you are appealing under as well as the remedy you are requesting. Failure to respond will result in your appeal not moving forward in the process.

Thank you,

Employment, Classification & Development

City of Sacramento | Human Resources

Historic City Hall

[915 I Street](#), Plaza Level | Sacramento, CA 95814

(916) 808-5726 | [classcompstudy@cityofsacramento.org](mailto:classcompstudy@cityofsacramento.org)

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**From:** omar barron [REDACTED]

**Sent:** Thursday, September 5, 2024 6:48 PM

**To:** Employment <[Employment@cityofsacramento.org](mailto:Employment@cityofsacramento.org)>

**Subject:** Appeal request ( Omar Alegria )

Good evening I am sending this email because I would like to request an appeal for my application being denied for the Utilities Operations and Maintenance Serviceworker (Water Distribution), 007001-24-DOU-W

## Omar Barron Alegria



### Class A

Restricted to Automatic

### Endorsements

Tanker

Combinations

Air Brakes

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- Superior ability to work in a variety of extreme outdoor temperatures
- Exceptional ability to lift objects weighing up to 75 pounds
- Good prioritizing and organizing skills
- Sound communication and interpersonal skills
- Landscaping demolition
- Landscaping construction remodeling