

CITY OF NEDERLAND JOB POSTING

In accordance with the City of Nederland Personnel Policy, notice is hereby given that the City of Nederland is now accepting applications for the position of:

Job Title:	Wastewater Treatment Plant Operator Trainee							
Department/Division:	Public Works/Wastewater Treatment Plant							
City Classification:	Regular Full Time							
FLSA Classification:	Non-Exempt (Hourly)							
Pay Rate:	7-Step Pay Plan (Effective 10/1/2025 – 9/30/2026)							
	Hire	6 Months	1 Year	2 Year	3 Year	4 Year	5 Year	
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	
	\$20.33	\$20.94	\$22.20	\$23.53	\$24.95	\$26.45	\$27.69	
	\$42,286.40	\$43,555.20	\$46,176.00	\$48,942.40	\$51,896.00	\$55,016.00	\$57,595.20	
	7-Step Pay Plan (Effective 10/1/2025 – 9/30/2026)							
	After Receiving Class C Wastewater License							
	Hire	6 Months	1 Year	2 Year	3 Year	4 Year	5 Year	
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	
	\$24.74	\$25.47	\$26.98	\$28.63	\$30.37	\$32.17	\$33.68	
	\$51,459.20	\$52,977.60	\$56,118.40	\$59,550.40	\$63,169.60	\$66,913.60	\$70,054.40	
Benefits Eligible:	Yes							
Applications Open:	Tuesday, July 29, 2025							
Application Deadline:	Friday, August 8, 2025, at 5:00 p.m., or Until Filled							
Open To:	The Public & Internal							

This position is open to each person who makes proper application and meets all eligibility requirements prescribed by the City of Nederland. A completed application must be received by the Personnel Office no later than the closing date/time listed above. Applications may be picked up in the Personnel Office located at:

City of Nederland Office Building
207 N. 12th Street, P. O. Box 967
Nederland, TX 77627
(409) 723-1501 Telephone, (409) 723-1550 Facsimile

In accordance with the *City of Nederland Substance Abuse Policy*, all applicants are hereby advised:

“Any applicant tentatively selected for this position will be required to submit to testing to screen for illegal drug use prior to employment. Employment in the position will be contingent upon a negative drug test result.”

If this position requires a **commercial driver's license** as described in the *City of Nederland Wage and Position Classification Plan*, the applicant must comply with the Omnibus Transportation Employee Testing Act of 1991.

The City of Nederland strives to provide employment and promotional opportunities based solely on qualifications, skills, and performance, without regard to race, color, religion, sex, national origin, age, disability, sexual orientation, political affiliation, veteran's status, or any other unlawful basis. The City of Nederland is in compliance with the Americans with Disabilities Act. If you have an established disability as defined in the Americans with Disabilities Act and would like to request a reasonable accommodation when applying, testing, or interviewing for a City of Nederland position, please contact:

Stephanie Gaspard, Human Resources Director
City of Nederland
207 N. 12th Street, P. O. Box 967, Nederland, TX 77627
(409) 723-1501 Telephone, (409) 723-1550 Facsimile

Job Title: Wastewater Treatment Plant Operator Trainee

FLSA Status: Non-Exempt

BRIEF DESCRIPTION:

Under general supervision, performs both routine and skilled heavy physical work in the construction, maintenance, operations, and repair of the water purification and wastewater plants. The position is structured to transition into a full-time operator role upon meeting certification requirements and availability of an operator position.

This position is classified as an Essential Service Position under the City of Nederland Essential Services Policy and may be required to work immediately before, during, or immediately after an emergency or disaster as required by the circumstances, unless a waiver has been previously requested and approved in accordance with policy.

ESSENTIAL FUNCTIONS:

This information is intended to be descriptive of the key responsibilities of the position. The following examples do not identify all duties performed by any single incumbent.

S Sedentary	L Light	M Medium	H Heavy	V Very Heavy
Exerting up to 10 lbs. occasionally or negligible weights frequently; sitting most of the time.	Exerting up to 20 lbs. occasionally, 10 lbs. frequently, or negligible amounts constantly OR requires walking or standing to a significant degree.	Exerting 20-50 lbs. occasionally, 10-25 lbs. frequently, or up to 10 lbs. constantly.	Exerting 50-100 lbs. occasionally, 10-25 lbs. frequently, or up to 10-20 lbs. constantly.	Exerting over 100 lbs. occasionally, 50-100 lbs. frequently, or up to 20-50 lbs. constantly.

#	Code	Essential Functions
1	L	Assist with running tests by taking samples; running lab tests; recording daily results; filing results and compiling various reports for other agencies.
2	M	Support plant operations by maintaining pumps, clarifiers, and scum pits; inspecting and replacing filters, cylinders, and skimmers; greasing gears; running the centrifuge; and ensuring all equipment is functional.
3	H	Maintains grounds and lift stations by mowing grass; trimming trees; weedeating; maintaining pumps and relating assemblies; spraying weeds; and maintaining lawn equipment.
4	M	Ensure all equipment, records, and lab facilities are clean and up to inspection standards.
5	L	Clean and maintain vehicles, equipment, and tools; report mechanical issues and required maintenance; follow proper safety precautions; report problems, unsafe conditions, and emergencies.
6	H	Maintains plant work areas, tools, and equipment in safe and orderly conditions; performs repairs and preventive maintenance on WW equipment.
7	H	Supports the relationship between the City of Nederland and the general public by demonstrating courteous and cooperative behavior when interacting with citizens, visitors, and City staff; maintains confidentiality of work-related issues and City information; performs other duties as required or assigned

JOB REQUIREMENTS:

JOB REQUIREMENTS	
Formal Education / Knowledge	High School Diploma or GED equivalent; AND one year of construction or maintenance experience; OR an equivalent combination of education, training and experience.
Experience	Two years of continuous employment with the City of Nederland.
Certification and Other Requirements	Valid Texas Class B Driver's License Class D Wastewater License from the Texas Commission on Environmental Quality (TCEQ) within 120 days of selection. Class C Wastewater License within (24) months of hire.
Reading	Intermediate - Ability to read papers, periodicals, journals, manuals, dictionaries, thesauruses, and encyclopedias. Ordinarily, such education is obtained in high school up to college. However, it may be obtained from experience and self-study.
Math	Intermediate - Ability to deal with system of real numbers; practical application of fractions, percentages, ratios/proportions and measurement. Ordinarily, such education is obtained in high school up to college. However, it may be obtained from experience and self-study.
Writing	Basic - Ability to write simple sentences containing subject, verb, and object, and/or series of numbers, names, and addresses. Ordinarily, such education is obtained in elementary school up to high school. However, it may be obtained from experience and self-study.
Managerial	Receives general direction: The employee normally performs the job by following established standard operating procedures and/or policies. There is a choice of the appropriate procedure or policy to apply to duties. Performance is reviewed periodically.
Budget Responsibility	Has no budget responsibility.
Supervisory / Organizational Control	Job has no responsibility for the direction or supervision of others.
Complexity	Work requires analysis and judgement in accomplishing diversified duties. Requires the exercise of independent thinking within the limits of policies, standards, and precedents.
Interpersonal / Human Relations Skills	Work may require providing advice to others outside direct reporting relationships on specific problems or general policies. Contacts may require the consideration of different points of view to reach agreement. Elements of persuasion may be necessary to gain cooperation and acceptance of ideas.

OVERALL PHYSICAL STRENGTH DEMANDS:

Sedentary	Light	Medium X	Heavy	Very Heavy
Exerting up to 10 lbs. occasionally or negligible weights frequently; sitting most of the time.	Exerting up to 20 lbs. occasionally, 10 lbs. frequently, or negligible amounts constantly OR requires walking or standing to a significant degree.	Exerting 20-50 lbs. occasionally, 10-25 lbs. frequently, or up to 10 lbs. constantly.	Exerting 50-100 lbs. occasionally, 10-25 lbs. frequently, or up to 10-20 lbs. constantly.	Exerting over 100 lbs. occasionally, 50-100 lbs. frequently, or up to 20-50 lbs. constantly.

PHYSICAL DEMANDS:

C = Continuously 2/3 or more of the time.	F = Frequently From 1/3 to 2/3 of the time.	O = Occasionally Up to 1/3 of the time.	R=Rarely Less than 1 hour per week	N = Never Never occurs.
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This is a description of the way this job is currently performed; it does not address the potential for accommodation.

PHYSICAL DEMANDS	FREQUENCY	DESCRIPTION
Standing	C	Observing work duties, lab work
Sitting	F	Desk work, lab work
Walking	C	Around the plant
Lifting	F	Supplies, equipment
Carrying	F	Supplies, equipment
Pushing/Pulling	O	Equipment, pumps
Reaching	F	For supplies
Handling	C	Paperwork, chemicals
Fine Dexterity	F	Computer keyboard, calibrating equipment
Kneeling	R	During inspections
Crouching	O	During inspections
Crawling	R	Under equipment
Bending	F	Retrieving items from the ground
Twisting	R	In tight places
Climbing	C	Stairs
Balancing	F	On equipment
Vision	C	Reading, computer screen, observing work site
Hearing	C	Communicating with co-workers and public and on telephone
Talking	C	Communicating with co-workers and public and on telephone
Foot Controls	R	Operating heavy equipment
Other (Specify)		

MACHINES, TOOLS, EQUIPMENT, AND WORK AIDS:

Tools and equipment used in City construction, repair, and maintenance projects such as backhoe, hand tools, power tools, lawn equipment, lab equipment, computer, printer and related software.

ENVIRONMENTAL FACTORS:

D=Daily	W=Several Times Per Week	M=Several Times Per Month	S=Seasonally	N=Never
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HEALTH AND SAFETY		ENVIRONMENTAL FACTORS		PRIMARY WORK LOCATION
Mechanical Hazards	D	Respiratory Hazards	D	Office Environment
Chemical Hazards	D	Extreme Temperatures	D	Warehouse
Electrical Hazards	D	Noise and Vibration	D	Shop
Fire Hazards	D	Wetness/Humidity	D	Vehicle
Explosives	D	Physical Hazards	D	Outdoors
Communicable Diseases	D			Other (see 2 below) X
Physical Danger or Abuse	D			
Other (see 1 below)	N			

(1) N/A

(2) Plant

PROTECTIVE EQUIPMENT REQUIRED:

SCBA, gloves, eye protection

NON-PHYSICAL DEMANDS :

C=Continuously 2/3 or more of the time	F=Frequently From 1/3 to 2/3 of the time	O=Occasionally Up to 1/3 of the time	R=Rarely Less than 1 hour per week	N=Never Never occurs
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NON-PHYSICAL DEMANDS	
Time Pressure	O
Emergency Situation	O
Frequent Change of Tasks	O
Irregular Work Schedule/Overtime	O
Performing Multiple Tasks Simultaneously	O
Working Closely with Others as Part of a Team	F
Tedious or Exacting Work	O
Noisy/Distracting Environment	O
Other (see 3 below)	N

(3) N/A

SIGNATURE – REVIEW AND COMMENTS:

I have reviewed this job analysis and its attachments and find it to be an accurate description of the demands of this job.

Signature of Employee

Date

Job Title of Supervisor

Signature of Supervisor

Date

Job Title of Department Head

Signature of Department Head

Date

Comments: _____

The above statements are intended to describe the general nature and level of work being performed by individuals assigned to this job. They are not intended to be an exhaustive list of all responsibilities, duties, and skills required of personnel so described in this position. This job description is subject to change as the needs and requirements of the job change.

Job Title:		Wastewater Treatment Plant Operator Trainee				
FLSA Classification:		Non-exempt (Hourly)				
City Classification:		Regular Full Time				
BASE SALARY FOR FISCAL YEAR 2024-2025 (effective 10/01/2024 – 09/30/2025)						
New Hire	6 Months	1 Year	2 Year	3 Year	4 Year	5 Year
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
\$20.33	\$20.94	\$22.20	\$23.53	\$24.95	\$26.45	\$27.69
BASE SALARY FOR FISCAL YEAR 2024-2025 (effective 10/01/2024 – 09/30/2025) After receiving Class C Wastewater License						
New Hire	6 Months	1 Year	2 Year	3 Year	4 Year	5 Year
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
\$24.74	\$25.47	\$26.98	\$28.63	\$30.37	\$32.17	\$33.68
LONGEVITY PAY						
In addition to base pay, \$4.00 per month for each year of service to the City of Nederland.						
CERTIFICATE PAY						
Water Distribution Oper C - \$45.00/month			Wastewater Collection Class II - \$45.00/month			
Water Distribution Oper B - \$75.00/month			Wastewater Collection Class III - \$75.00/month			
SHIFT DIFFERENTIAL PAY						
Not applicable to this job title.						
WORK SCHEDULE						
The typical work schedule is 7:00 a.m. until 3:30 p.m., Monday through Friday. Regular call rotation is required. Overtime as required, as needed.						
ESSENTIAL SERVICES POLICY						
Employees in this position are classified Essential Services Personnel and are identified by the City to be part of the emergency response team before, during, or after a hurricane. Essential Services Personnel are required to work before, during, or immediately after a hurricane, and may be unable to evacuate with their family. Employees identified as Essential Services Personnel also meet the definition of Emergency Services Personnel as defined in Chapter 22 of the <i>Texas Labor Code</i> . Failure to comply with this policy may result in discipline up to and including termination.						

CITY OF NEDERLAND EMPLOYEE BENEFITS (UPDATED 07/2025)

DISCLAIMER: The statements contained in this summary are highlights intended to serve only as general information concerning various employment matters as they now exist at the City of Nederland. Employment matters, including compensation and employee benefits, are governed by applicable Federal, State, or local laws, regulations or judicial decisions, and any errors or misrepresentations in this summary are subordinated to Federal, State, or local laws, regulations or judicial decisions. An employment-at-will relationship exists between the City of Nederland and its employees, and nothing set forth in this summary is intended to create, or shall be construed as creating, either an express or an implied contract of employment or a definite or indefinite period.

1. Compensation

Base Pay

A major objective of the City's salary administration program is the encouragement, through the opportunity for financial recognition and reward, of higher levels of employee motivation, morale, effort and productivity.

Longevity

In addition to base pay, employees receive \$4.00 per month for each year of service to the City of Nederland.

Certificate Pay

Certificate pay is awarded for the highest level of certificate held for some job titles requiring certain state licenses.

Shift Differential

Shift differential is paid for certain job titles requiring evening and night shifts, such as Police Officer and Telecommunications Operator.

Overtime Provisions

For employees in positions which are governed by the overtime provisions of the Fair Labor Standards Act, overtime begins to accrue with the ninth hour worked during a regular eight hour day. Some employee groups may elect compensatory time in lieu of overtime wages.

Work Period

The official work period for the City is a seven day period beginning at 12:01 a.m. on Monday and ending at 12:00 a.m. on the following Sunday. The City pays on a bi-weekly basis.

General Salary Increases

City Council may award general salary increases to employees on an annual basis when fiscally prudent.

Introductory Period

Employees are subject to a twelve month introductory period. Supervisors prepare written performance evaluations at the end of each quarter during the introductory period.

Pay Step Increases

Employees are eligible to receive a pay step increase upon successful completion of six months of employment (or twelve months for Police Officers and Firefighters), and then on subsequent hire anniversary dates until reaching the maximum pay step. The step increase will be documented on an "Employee Status and Wage Report", a copy of which will be placed in the employee's payroll envelope during the payroll period in which the step increase is awarded.

2. **Retirement System**

Upon hire, employees are eligible to participate in the Texas Municipal Retirement System (TMRS) (www.tmr.org) plan. TMRS was established in 1948 and is administered in accordance with the *Texas Municipal Retirement System Act* (Texas Government Code, Title 8, Subtitle G). Each TMRS participating city has its own retirement plan provisions within the general framework of the Act. A summary of some of the City's current provisions are as follows:

BENEFIT	DESCRIPTION	OPTION ADOPTED
City matching ratio	The City of Nederland matches your deposits and interest at a rate chose by the City of Nederland. The City's matching funds are held in the City's TMRS account until you retire. The only way to get the City's matching funds is to retire from TMRS and receive a monthly payment.	2 (City) to 1 (Employee)
City contribution rate	This rate is set annually by TMRS based on actuarial assumption changes.	7.85% (Effective 01/01/2025)
Employee contribution rate	Each month, the City withholds 7% of your gross monthly salary and deposits the money in a TMRS account in your name. These are your member deposits, which are tax-deferred. This means that are not subject to federal income tax until they are paid back to you in the form of a refund or a monthly retirement benefit.	7% of your gross salary, tax deferred
Vesting requirement	Vesting means you have worked enough years and established enough service credit to meet the minimum length-of-service requirement for retirement. Once vested, even if you leave City employment, you may leave your deposits with TMRS and retire with a TMRS retirement benefit when you reach age 60.	10 years
Retirement eligibility	At retirement, your member deposits and the interest earned are combined with the City's matching funds and other credits granted. TMRS then calculates a monthly retirement benefit based on these amounts, the interest they will earn, an estimate of your remaining life expectancy at retirement, and other factors.	10 years service, at least age 60 or 20 years service, at any age

Other available options include Updated Service Credit, Military Service Credit, Buy-Back Provision, and Restricted Prior Service Credit.

3. **Insurance Benefits**

Regular Full Time employees are eligible for insurance benefits. Benefits will become effective on the first day of the calendar month following full-time hire date.

Medical Insurance Plan (Plan Year 07/01/25 - 06/30/26)

The City provides a Medical Plan through United Healthcare (www.myuhc.com). The employee premium is paid in full by the City for the “standard” plan and the “HMO” plan. Employees may select from one of the plans below or choose the HSA plan (information on the HSA plan can be requested from the Personnel Department). Employees may also elect spouse only, children only or family coverage which is paid via semi-monthly payroll deduction.

July 1, 2025 - June 30, 2026			
Standard PPO Plan	MONTHLY PREMIUM	EMPLOYEE MONTHLY COST	CITY PAYS
Employee	\$779.46	\$0.00	\$779.46
Spouse only	\$1,841.88	\$490.04	\$1,351.84
Children only	\$1,356.74	\$357.58	\$999.16
Family	\$2,279.68	\$610.28	\$1,669.40
HMO Plan	MONTHLY PREMIUM	EMPLOYEE MONTHLY COST	CITY PAYS
Employee	\$706.84	\$0.00	\$706.84
Spouse only	\$1,670.28	\$341.52	\$1,328.76
Children only	\$1,230.34	\$248.18	\$982.16
Family	\$2,067.29	\$426.46	\$1,640.83
HSA Plan	MONTHLY PREMIUM	EMPLOYEE MONTHLY COST	CITY PAYS
Employee	\$597.23	\$0.00	\$597.23
Spouse only	\$1,411.26	\$117.34	\$1,293.92
Children only	\$1039.55	\$83.05	\$956.50
Family	\$1746.71	\$148.99	\$1,597.72

Dependents who are not enrolled when the employee is first eligible for enrollment will be considered a "late entrant." Late entrants will only be accepted for coverage during the City's annual open enrollment during June of each year, with changes effective July 1. During the plan year, only certain qualifying events will permit a late entrant to be added at a time other than open enrollment, such as marriage, birth of a child, or termination of spouse's employment - such adds must be reported within thirty-one (31) days of the qualifying event.

Once insurance benefits become effective, it is the employee's responsibility to notify the Personnel Office of any changes which may affect coverage, such as family status, as well as changes of name, address, and telephone number.

Dental Insurance Plan (Plan Year 07/01/25 - 06/30/26)

The City provides a Dental Plan through United Healthcare (www.myuhc.com). The employee premium is paid in full by the City. Employees may elect spouse only, children only, or family coverage which is paid via semi-monthly payroll deduction.

July 1, 2025 - June 30, 2026			
HIGH PLAN	MONTHLY PREMIUM	EMPLOYEE MONTHLY COST	CITY PAYS
Employee	\$32.09	\$0.00	\$32.09
Spouse only	\$71.65	\$39.56	\$32.09
Children only	\$69.66	\$37.57	\$32.09
Family	\$111.35	\$79.26	\$32.09
July 1, 2025 - June 30, 2026			
LOW PLAN	MONTHLY PREMIUM	EMPLOYEE MONTHLY COST	CITY PAYS
Employee	\$25.59	\$0.00	\$25.59
Spouse only	\$56.63	\$31.04	\$25.59
Children only	\$55.48	\$29.89	\$25.59
Family	\$88.57	\$62.98	\$25.59

Dependents who are not enrolled when the employee is first eligible for enrollment will be considered a "late entrant." Late entrants will only be accepted for coverage during the City's annual open enrollment during June of each year, with changes effective July 1. During the plan year, only certain qualifying events will permit a late entrant to be added at a time other than open enrollment, such as marriage, birth of a child or termination of spouse's employment - such adds must be reported within thirty-one (31) days of the qualifying event.

Once insurance benefits become effective, it is the employee's responsibility to notify the

Personnel Office of any changes which may affect coverage, such as family status, as well as changes of name, address, and telephone number.

Long Term Disability Insurance Plan

The City provides a Long Term Disability Policy through Dearborn National. The employee premium is paid in full by the City.

Life and Accidental Death and Dismemberment Insurance Plan

The City provides a Life and Accidental Death & Dismemberment Policy through Dearborn National. The employee premium is paid in full by the City. The current death benefit is equivalent to twice the employee's base salary rounded to the nearest \$1,000.00, to a maximum of \$200,000.00. For example, an employee who earns a base salary of \$13.43 per hour would receive a death benefit of \$56,000.00. ($\$13.43/\text{hr.} \times 2,080 \text{ hrs./yr.} = \$27,934.40/\text{yr.} \times 2 = \$55,868.80$, rounded to nearest \$1,000.00 = \$56,000.00). For active employees attaining the age 70, the death benefit is reduced to 65% of the amount then currently in force and at age 75, the death benefit is reduced to 50%. Retired employees are eligible for a flat \$10,000.00 death benefit upon retirement.

Voluntary Life and Accidental Death and Dismemberment Insurance Plan

Active employees may purchase additional coverage offered under the Voluntary Life Plan at their own expense, for themselves and eligible dependents. Additional information regarding this voluntary benefit may be obtained by contacting the Personnel Department.

Voluntary Vision Benefits

Active employees may purchase voluntary benefits through United HealthCare (www.uhc.com) at their own expense, for themselves and eligible dependents.

UHC Vision	MONTHLY PREMIUM	EMPLOYEE MONTHLY COST	CITY PAYS
Employee	\$5.48	\$5.48	\$0.00
Family	\$11.78	\$11.78	\$0.00

COBRA and HIPAA Compliance Services

The City provides COBRA and HIPAA compliance services through Flores and Associates (www.flores247.com).

Workers Compensation

The City provides Workers' Compensation insurance through Texas Municipal League Intergovernmental Risk Pool (www.tmlirp.org). This coverage provides medical and salary continuation payments to employees who receive a bona fide, on-the-job, work related injury.

4. **Other Benefit Programs**

Social Security

The City of Nederland contributes to the Social Security System on behalf of each employee.

IRS Section 125 Cafeteria Plan

The City provides an IRS Section 125 Cafeteria Plan. A Cafeteria Plan is a benefit plan established by the City which allows each employee to choose from a menu of qualified benefits with the employee cost of selected benefits paid on a pre-tax basis. Examples of qualified benefits are medical, dental, cancer and accident insurance plans. If an employee does not participate in the Cafeteria Plan, then the employee cost of selected benefits will be taxed.

Mission Square Retirement (formerly) ICMA-RC

Employees may elect to participate in the Mission Square Retirement plan (ICMA-RC) (<https://www.missionsq.org/>). Public employees have a unique opportunity to supplement their retirement income. Employees can invest in a 457 retirement plan through automatic payroll deductions. The payroll deductions are pre-tax contributions. Employee contributions and earnings on them are not taxed while the employee lets them grow since they are retirement savings. This plan is not to be confused with the TMRS plan. The City does not match employee contributions to this plan. The plan is administered by the City's Director of Finance.

Tuition Reimbursement

Subject to approval by the City Manager, employees who complete a course at an accredited college or university which is related to his/her work at the City of Nederland may be reimbursed for 50% of out of pocket expenses for tuition and books with a grade of C or better. Attendance must not conflict with work hours.

Drivers License Fee Reimbursement

Employees are reimbursed for the difference between a Texas Class C Operators drivers license and any additional drivers license requirements or endorsements related to his/her work at the City of Nederland.

Uniforms and Shoes

Employees holding certain job titles are either furnished or reimbursed for the costs of required uniforms and shoes.

Employee Assistance Program

Employees and their eligible dependents may participate in the Employee Assistance Program, which provides up to five free counseling sessions per eligible individual per problem situation each contract year. The program is confidential and may be accessed by a telephone call to the provider. The EAP deals with problems such as depression, family, alcohol/drugs, marital, behavioral, stress/anxiety, job/school, parent/child, and grief. It also provides limited legal and financial planning services. The City's current provider is Interface EAP (ieap.com).

Marion and Ed Hughes Public Library

City of Nederland employees are eligible for a free library card. All N.I.S.D. students residing inside and outside of City limits are eligible for free library cards. Employees may access the meeting room under the same guidelines provided to citizens. Call 409-722-1255 for details.

Nederland Recreation Center and Park Grounds

City of Nederland employees may use the Recreation Center (basketball, volleyball, game room) for free; the racquetball courts for \$2 per person per hour. Employees may reserve use of certain areas of the Recreation Center and parks grounds for eligible functions. Deposits may be waived but rental fees are required. Call 409-724-0773 for details.

Doornbos Park Swimming Pool

City of Nederland employees and their families (defined as spouse, children, and step-children) have free access to Doornbos Park swimming pool during the dates and times the pool is open to the general public. Employees may rent the pool for parties same as the public (all deposits and rental fees are required.) Call 409-724-0773 for details.

Labor Unions

Employees may elect to join union organizations and set up union dues payments through automatic payroll deduction. The Fire and Police unions are subject to collective bargaining agreements in accordance with the *Texas Local Government Code*, Chapter 174. The Fire Department is subject to Civil Service provisions of the *Texas Local Government Code*, Chapter 143.

5. Leave Time

Vacation Leave – Hourly Positions

Although hourly employees begin accruing vacation leave from the first day of regular full-time hire, they are ineligible for vacation leave benefits during the first year of employment. Accruals are as follows: Years 1-5=2 weeks, Years 5-9=3 weeks, Years 10-19=4 weeks, Years 20-24=5 weeks, Years 25+=6 weeks.

Vacation Leave – Salaried Positions

Although salaried employees begin accruing vacation leave from the first day of regular full-time hire, they are ineligible for vacation leave benefits during the six months of employment. Starting vacation accruals for this position will be determined and authorized by the City Manager (up to 4 weeks) in accordance with the City's Personnel Policy.

Sick Leave

Although employees begin accruing sick leave from the first day of regular full-time hire, they are ineligible for sick leave benefits during the first six months of employment. Most employees accrue ten hours of sick leave per month with a maximum allowable accumulation of 1,320 hours. Most employees may utilize 40 hours of their sick leave each year for the care of an immediate family member. Upon separation of employment with the

City, most employees are paid up to 25% of 1,320 hours of unused accumulated sick leave.

Family and Medical Leave Act

An employee must have at least twelve months service in order to qualify for leave under the Family and Medical Leave Act.

Other Types of Leave

Other forms of leave are available, such as Injury Leave, Military Leave, Civil Leave, Emergency Leave, and Administrative Leave.

6. Holidays

The following eleven holidays are normally observed as paid holidays: New Year's Day, Martin Luther King, Jr. Day, President's Day, Good Friday (Easter for Firefighters), Memorial Day, Independence Day, Labor Day, Thanksgiving Day, the Friday following Thanksgiving Day, Christmas Eve, Christmas Day, December 26th, 2025 (one time holiday) and Employee's Birthday.

New employees are allowed to take their Birthday Holiday during the first year of employment since it is considered a holiday, not vacation. The Birthday Holiday does not necessarily have to be taken on the employee's birth date.

CITY OF NEDERLAND
EMPLOYMENT APPLICATION (REV. 10/2023)

City of Nederland Personnel Department
P. O. Box 967, 207 N. 12th Street
Nederland, TX 77627
Telephone: (409) 723-1501

DISTRIBUTION

☐ Dept. Head
☐ Supervisor

Equal access to programs, services, and employment is available to all persons.

Those applicants requiring reasonable accommodation to the employment process should notify the Personnel Office.

ESSENTIAL SERVICES POLICY NOTICE

All Regular Full-Time positions require incumbents in the course and scope of their employment to provide services for the benefit of the general public during emergency situations that threaten the safety of Nederland's citizens. Without an approved waiver, employees are required to work immediately before, during, or immediately after an emergency.

Position applied for: Wastewater Treatment Plant Op. Trainee Posting date: July 29, 2025

Referral source: ☐ -City web-site ☐ -Texas Workforce Commission ☐ -Referred by City employee
☐ -City bulletin board ☐ -Other Name of source, if applicable: _____

Last Name (Indicate Jr., Sr., III) First Name Middle Name

If ever known/identified by any other name(s), please list full name(s):

Mailing address: Street or PO Box City State Zip

Physical address: Street City State Zip

Telephone numbers: Residence-() Cell-()

In supporting our effort to go paperless, please list an email address in this section that all correspondence regarding this job opening can be sent to. All contact regarding testing, interviews, etc. will be emailed unless you request otherwise.

☐ I would like all correspondence to be sent to the email address listed below:

Email address: _____

☐ I do not have internet access and/or do not regularly use email as a form of communication. Please send all correspondence via US mail to the mailing address listed above.

Type of employment desired: ☐ -Full time ☐ -Part time ☐ -Temporary ☐ -Internship

Have you submitted an application here before? If yes, give approximate dates. ☐ -Yes ☐ -No

Have you previously worked for the City of Nederland? If yes, where and when? ☐ -Yes ☐ -No

Are you related to any member of City Council or any person now employed by the City of Nederland? If yes, please list their names and relationship. ☐ -Yes ☐ -No

Earliest date you would be available to begin duty, if selected: _____

What is the best number to reach you and what is the best time to call?
() _____ - _____, extension _____. Best time: _____ ☐ -Yes ☐ -No

What is your current availability for work?

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday

EMPLOYMENT DISCIPLINE AND TERMINATION If yes to any of the below, explain in detail on a separate page. Include employer, date of action, circumstances, etc. Be specific.				
Have you ever been subjected to any type of disciplinary action at work?				[]-Yes []-No
Have you ever been subjected to any type of investigation for disciplinary or internal employment reasons?				[]-Yes []-No
Has it ever been suggested to you, or have you ever been asked to resign, from any position of employment?				[]-Yes []-No
Have you ever resigned from any position or employment while under investigation or after being notified that an investigation was contemplated?				[]-Yes []-No
Have you ever been fired or told that you were going to be fired?				[]-Yes []-No
CRIMINAL HISTORY				
Have you ever been convicted of a misdemeanor (higher than Class C) or felony? If yes , describe in full on a separate sheet of paper, including dates, criminal offenses, location (city and state), and disposition.				[]-Yes []-No
Have you ever pled guilty to, received probation, deferred adjudication, or been placed on any form of diversion for any criminal offense (misdemeanors and felonies)? If yes , describe in full, including dates, criminal offenses, location (city and state), and disposition.				[]-Yes []-No
Are you currently serving probation, deferred adjudication, or any form of diversion for any criminal offense? If yes , describe in full on a separate sheet, including criminal offense(s), current status, expected date of completion, and the name(s) and telephone number(s) of the probation officer or other person(s) to whom you report while on probation, deferred adjudication, or other form of diversion.				[]-Yes []-No
Have you ever applied for a concealed handgun permit? If yes, was the permit granted or denied? If denied , describe the reason for denial in full on a separate sheet of paper.				[]-Yes []-No
Have you ever been charged or convicted for a violation relating to concealed handguns? If yes , describe in full on a separate sheet.				[]-Yes []-No
EDUCATION AND TRAINING. Copies of transcripts and/or certificates/degrees received from formal education or training must be submitted if required for the job as stated in job description.				
High School or GED?	Completed?	School or Program Name	City, State	Highest Grade Completed
[] High School [] GED	[]-Yes []-No			
Education	Graduated?	School Name	Major Areas of Study	Hours completed or Degree or Certificate received
College/University	[]-Yes []-No			
Graduate School	[]-Yes []-No			
Business/Technical	[]-Yes []-No			
Special Courses	[]-Yes []-No			
CURRENT LICENSES/CERTIFICATIONS/REGISTRATIONS				
Type		Number	State	Expiration
Drivers: []-Class C []-Class A CDL []-Class B CDL []-Other: _____				
What special endorsements or restrictions do you have on your CDL license? (If applicable): _____ _____ _____ _____				

Skills and Qualifications - List skills and qualifications you possess that are applicable to this position:			
ASSOCIATIONS AND OFFICES HELD List professional, trade, business, or civic associations/organizations and any offices held. <i>Exclude</i> memberships which would reveal sex, race, religion, national origin, age, color, disability, or any other similarly protected status.			
Dates	Association/Organization	Membership, Offices Held	
ACCOMPLISHMENTS List special accomplishments, publications, awards, etc.. <i>Exclude</i> information which would reveal sex, race, religion, national origin, age, color, disability, or any other similarly protected status.			
INTEREST IN THIS POSITION Please state why are you interested in this position and your reason for wanting to leave your current employer.			
ADDITIONAL INFORMATION List any additional information you wish to be considered.			
REFERENCES List three business/work references who are not related to you and are <u>not</u> previous supervisors. If not applicable, list three school or personal references who are not related to you.			
Name	Telephone	Describe Affiliation	Years Known
	()		
	()		
	()		

UNEMPLOYMENT PERIODS. Please explain any periods of unemployment.

From	To	Reason

EMPLOYMENT HISTORY Provide the following information for your past and current employers, assignments, or volunteer activities **starting with your most recent employer**. Use additional sheets if necessary. This information is subject to verification, so please provide complete information.

[illegible]

AUTHORIZATION AND RELEASE FORM

I understand this application is current for this selection process only. At the conclusion of this selection process, this application will become inactive. When a future vacancy arises, and if I wish to be considered for employment, it will be necessary for me to fill out a new application. Applications submitted after the posted deadline will not be accepted.

I understand the City of Nederland, hereinafter referred to as "the City", does not unlawfully discriminate in employment and no question on this application is used for the purpose of limiting or excusing any applicant from consideration for employment on a basis prohibited by local, State, or Federal law.

I understand it is the City's policy not to refuse to hire a qualified individual with a disability because of that person's need for a reasonable accommodation as required by the ADA. Applicants may be required to perform particular job functions as a part of the testing procedure in accordance with the selection procedures designated for particular job titles. The demonstration tests will be required of all applicants for the particular job, without exception. Applicants are to notify the City in advance of any reasonable accommodation necessary to perform job functions or tests.

I understand that in accordance with the City of Nederland Substance Abuse Policy that any applicant tentatively selected for this position will be required to submit to pre-job offer testing to screen for substance and/or alcohol abuse prior to employment, and that employment in the position will be contingent upon a negative test result. I understand that failing the substance and/or alcohol screen will eliminate me from being considered for this position and any other position with the City for a one year period.

I understand that if I am hired for a position requiring a commercial drivers license, I must comply with the Omnibus Transportation Employee Testing Act of 1991.

I understand that if I am made a tentative offer of employment, my employment is contingent upon successful completion of a post conditional job offer fitness for duty examination and/or medical examination.

I understand that if I am hired, I will be required to provide proof of identity and legal work authorization.

I understand that all Regular Full-Time positions require incumbents in the course and scope of their employment to provide services for the benefit of the general public during emergency situations that threaten the safety of Nederland's citizens. Without an approved waiver, employees are required to work immediately before, during, or immediately after an emergency.

I understand that the information given in the employment process may be investigated and inquiries will be made concerning my employment, education, criminal history, driving records, and other related matters. I give the City the right to contact and obtain information from all references, employers, educational institutions, and government agencies and to otherwise verify the accuracy of the information contained in this application. I hereby release from liability the City and its representatives for seeking, gathering, and using such information and all other persons, corporations, agencies, or organizations for furnishing such information. Accordingly, I hereby authorize all current and former employers, and all other public and private concerns, including (but not limited to) consumer reporting agencies and similar entities, to release any and all information maintained by any such employer, concern, agency, or entity concerning my personal history. I understand if employment with the City is denied wholly or partly because of information contained in a consumer report obtained from

a consumer reporting (or similar) agency, that I will be entitled to receive from the City only the name and address of the consumer reporting agency or agencies from which the report was obtained.

In consideration of the City's acceptance and consideration of any application for employment, I hereby, and by these presents do for my heirs, agents, executors, administrators, and assigns, release and forever discharge the City and all affiliated entities from all claims, demands, damages, actions, and causes of action pertaining to or arising out of the City's consideration for my application for employment and use, so long as not malicious, of all information obtained in the course or as a result of all inquiries made into my personal history, and release and forever discharge all former employers from all liability arising out of disclosure to the City of information pertaining to my personal history.

I understand that the City is an employment-at-will employer, in that, either I or the City may terminate my employment at any time for any or no reason subject to applicable state or federal law. I understand that if I am hired, I am free to resign at any time, with or without cause and without prior notice, and the City reserves the same right to terminate my employment at any time, with or without cause and without prior notice, except as may be required by law. This application does not constitute an agreement or contract for employment for any specified period or definite duration. I understand that no representative of the City, other than an authorized officer, has the authority to make any assurances to the contrary. I further understand that any such assurances must be in writing and signed by an authorized officer.

I understand that my application is subject to the Texas Public Information Act and may be released as a public document. I understand that this application is the property of the City and will become a part of my personnel file if I am hired.

I understand that any falsification, willful omission or deception made in connection with the employment process shall be sufficient cause for refusal of employment or dismissal whenever it is discovered.

I certify that all statements made herein or elsewhere in connection with my application for employment are true and correct. I represent and warrant that I have read and fully understand the foregoing and seek employment under these conditions.

Signature of Applicant

Date Signed

Print Name