

# CITY OF GILROY IS HIRING

## WATER OPERATOR – Two Positions Available

### Utilities Department, Operations Division, Water Section

**\$6,238.33 – \$8,777.83 Monthly Plus Excellent Benefits**

*The final three steps (Step F, Step G, and Step H) included in the salary range listed above are available to employees in this job classification after completion of five years of service (Step F), ten years of service (Step G), and 15 years of service (Step H), one year at the prior step, and a good performance evaluation. Initial salary placement is typically at the entry point of the range unless the candidate has prior lateral work experience which may warrant initial placement at a higher step.*

Opportunity to work a 9/80 work schedule with every other Friday off.

To foster teamwork and collaboration in the department, organization wide, and in the community, this full-time position works on-site/in-person.

***The City of Gilroy is an equal opportunity employer and supports workforce diversity, equity, inclusion, and belonging. Join our team!***

### ABOUT THE POSITION

Are you passionate about public service and protecting one of our community's most vital resources – clean reliable drinking water? The City of Gilroy is seeking a skilled and motivated Water Operator to play a key role in operating, maintaining, and improving the City's water distribution and treatment systems.

In this hands-on and highly impactful role, you will work under the general supervision of the Water Systems Superintendent, perform and lead journey level duties associated with the operation, construction and maintenance of the water system. The Water Operator has advanced understanding of operating the water system in a safe and sustainable manner, including the use of Supervisory Controls and Data Acquisition (SCADA) systems as well as an understanding of water quality requirements. The Water Operator may also take direction from a Senior Maintenance Worker. This is a non-exempt classification represented by the AFSCME, Local 101, General Unit.

This is an exciting opportunity for an experienced water professional who values safety, teamwork, and excellence in service, and who wants to make a real difference every day for the residents and businesses of Gilroy.

### THE DIFFERENCE YOU'LL MAKE

As a Water Operator, your work directly safeguards public health, fire protection, and quality of life for the Gilroy community. You will ensure safe, high-quality drinking water for thousands of residents and support sustainable water system operations and regulatory compliance. Additionally, you will respond to emergencies and service needs that keep the City running smoothly and help maintain critical infrastructure that supports growth and resilience. Your expertise and dedication will be visible in every hydrant that flows, every meter that reads accurately, and every system that operates safely – often behind the scenes, but always essential.



### APPLICATION CLOSING DATE:

February 17, 2026

### INTERVIEW PANEL DATE:

March 5, 2026

### APPLICATION PROCESS

If you are interested in pursuing this exciting career opportunity, please attach and submit the following required items with your electronic NEOGOV application:

- A completed application along with responses to the supplemental questions.
- Cover letter that explains your specific interest in this position with the City of Gilroy is required.
- Detailed resume focusing on relevant work experience and education is required.
- Copy of Grade III Water Distribution Operator certificate required.

### JOB DESCRIPTION & EXAMPLES OF WORK, CLICK HERE:

[WATER OPERATOR](#)

Apply at

[www.CityOfGilroy.org/jobs](http://www.CityOfGilroy.org/jobs)



## THE TEAM AND DEPARTMENT

The Water Section is dedicated to providing high quality water and reliable services to our customers in a safe and timely manner. We promote smart, long-term and sustainable use of water resources. We accomplish this by managing our resources, utilizing practical technologies and providing employees with opportunities for growth and achievement.



## THE IDEAL CANDIDATE WILL

- Bring strong technical experience in water operations and construction, repair, and maintenance of water distribution and treatment systems.
- Have experience planning, leading, and working with crews in the performance of assigned duties.
- Possess the ability to operate and monitor SCADA and telemetry systems.
- Confidently perform inspections, backflow testing, and cross-connection surveys.
- Read and interpret technical materials such as equipment and material specifications, repair manuals, and regulatory documents.
- Effectively communicate with teammates, supervisors, and the public.
- Hold customer service in the highest regard and take pride in community stewardship.
- Possess a high level of safety awareness and traffic control experience.
- Train and mentor staff and participate in ongoing training.
- Be comfortable performing physical tasks.
- Be adaptable and responsive in emergency and after-hours situations.
- Maintain accurate records, reports, and documentation.
- Utilize MS Office Suite applications with high proficiency.

## CANDIDATE PERSPECTIVE

The City of Gilroy is committed to developing its employees. As a Water Operator, you'll have opportunities to expand your certifications, technical expertise, and receive ongoing regulatory, safety, and leadership training. You will learn advanced SCADA, telemetry, and water quality technologies, gain experience in budgeting, contract oversight, and plan review. Whether you're strengthening your technical mastery or building leadership skills, this role offers meaningful professional growth in a supportive public service environment.

Working for Gilroy means being part of a collaborative organization that values integrity, respect, and teamwork. The City invests in its employees through training, career development, and a supportive work environment where your expertise is recognized and your contributions matter. With a strong focus on safety, infrastructure reliability, and customer service, Gilroy empowers its Utilities professionals to take pride in their work and make decisions that positively impact the community every day.

## **EXAMPLES OF FIRST YEAR PROJECTS/ASSIGNMENTS:**

- Learn Gilroy's water distribution and treatment systems, including wells, reservoirs, pump stations, SCADA operations.
- Support the development of Gilroy's valve exercising and hydrant flushing program, including record keeping.
- Assist with Gilroy's Steel Service Replacement program and keep the project on schedule for completion by July 1, 2028
- Complete required training and work toward Grade I Water Treatment Operator certificate and Backflow Prevention Assembly Tester Certificate (if not already possessed).

## **QUALIFICATIONS**

- Graduation from high school OR a G.E.D. and four years of work experience in the operation, construction and maintenance of public water systems.
- Must possess a Grade III Water Distribution Operator Certificate issued by the State of California at time of application. Possess, or obtain within twelve months from appointment, upgrade, or transfer to this position, a Grade I Water Treatment Operator Certificate issued by the State of California.
- Possess, or obtain within twelve months from appointment, upgrade, or transfer to this position, a Backflow Prevention Assembly Tester Certificate.
- May be required to obtain a Cross Connection Control Program Specialist Certificate within twelve (12) months of date of hire, promotion, or transfer to this position.
- Possess and maintain a valid California Driver License and safe driving record. Obtain and maintain a valid Class A California Driver License with pertinent endorsements within the probationary period. Must participate in the Department of Transportation Drug and Alcohol Testing program, which includes submission to random drug and alcohol testing.
- Subject to work on weekends, holidays, variable shifts, and emergency call back. Subject to scheduled 7 day paid standby duty on a rotating basis.
- When subject to assignment on paid standby duty, must reside within sixty (60) minutes normal driving time of the City Corporate Yard. Normal driving time is the most direct route, at the speed limit.
- Pass an employment background check to include a Department of Justice criminal record check and a credit check.
- Must pass a post-offer medical examination, which includes a drug test.
- Prefer non-tobacco user.

### **REPRESENTATION:**

**AFSCME, Local 101 (American Federation of State, County and Municipal Employees)**

### **BENEFITS OFFERED:**

**May vary based on position and MOU. See more at information at: [www.cityofgilroy.org/164/Benefit-Summaries](http://www.cityofgilroy.org/164/Benefit-Summaries)**

- Medical, dental, and vision
- Vacation leave, sick leave, and other paid time off
- CalPERS retirement pension plan
- Flexible spending accounts
- Pre-tax deferred compensation plans
- City-paid life and long-term disability insurance, and employee assistance program
- Commuter benefit program

### **IMPORTANT INFORMATION:**

Prior to appointment and given at the City's expense, final candidates are required to pass an employment background check, State of California Department of Justice criminal records check, and as applicable: medical evaluation and drug screen (includes testing for psychoactive marijuana metabolites).

If special accommodations are necessary at any stage of the selection process, please contact Human Resources.

**Human Resources can be reached at:  
(408) 846-0228**

**Apply at [www.CityOfGilroy.org/jobs](http://www.CityOfGilroy.org/jobs)**

## APPLICATION PROCESS

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- Completed applications with responses to supplemental questions.
- Cover letter that explains your specific interest in this position with the City of Gilroy is required.
- Detailed resume focusing on relevant work experience and education is required.
- Copy of Grade III Water Distribution Operator Certificate required.

**City Application Form** – Candidates must complete the NEOGOV City of Gilroy application form for this position and submit it online. Please prepare attachments prior to completion of the NEOGOV application as incomplete applications will not be accepted.

### Apply Online:

Go to [www.CityOfGilroy.org/jobs](http://www.CityOfGilroy.org/jobs). You can apply online by clicking on the job title you are interested in and clicking on the "Apply" link. After viewing the Job Description, click the 'Apply' tab. If this is the first time you are applying using our online job application, you will need to create an account and select a Username and Password. After your account has been

established, you can import your resume from LinkedIn, upload it from a saved document on your computer, or manually enter your personal information. This application will be saved and used to apply for future job openings.

**Only complete application packets will be reviewed.** Only the most qualified applicants with the most relevant experience and education will be invited to continue in the selection process. In addition, final candidates for the position are required to pass a background check, State of California Department of Justice criminal records check, medical evaluation, and drug screen (to include testing for psychoactive marijuana metabolites), given at the City's expense, prior to appointment. If special accommodations are necessary at any stage of the selection process, please contact the Human Resources Department right away at 408-846-0228.

*Attention: Communication regarding your status in this recruitment process will be conducted via e-mail. Be sure to include an e-mail address on the employment application. Applicants are responsible for notifying Human Resources of any changes to an e-mail address and/or other contact information.*

**THE CITY OF GILROY IS AN EQUAL OPPORTUNITY EMPLOYER AND SUPPORTS WORKFORCE DIVERSITY, EQUITY, INCLUSION, AND BELONGING. JOIN OUR TEAM!**

