Canada's Tournament Capital

Equipment Operator III – Streets and Sign Shop (Temporary, Full-Time) - 2074

Close Date
November 19, 2026

At the City of Kamloops, we believe in progressive and barrier-free recruitment for everybody every day. This means employment opportunities for all in a safe, inclusive and diverse workplace. We know our city is stronger when we hire qualified individuals from different backgrounds with diverse experiences, cultures and perspectives.

We are focused on creating the highest levels of service excellence, based on an organization-wide community culture that celebrates our employees who make it all happen. We are known as Canada's Tournament Capital and are famous for our hospitality and community spirit, traits that make us a leader! Recreation, sports, arts and culture, health care, social activities, volunteerism, and affordable housing all meld to form a unique blend of big-city amenities with small-town ambience. This is Kamloops!

Let's make Kamloops shine! Join our team today.

Position Overview
Join our dedicated team at the City of Kamloops as a **temporary, full-time Equipment Operator III – Streets and Sign Shop**! This position helps keep our community running smoothly while ensuring safe and accessible streets year-round! As an Equipment Operator III - Streets and Sign Shop, you'll be responsible for operating a variety of heavy-duty equipment to support road maintenance, snow removal, and other public works activities. This hands-on role requires strong safety awareness, and the ability to work in all weather conditions. This role suits someone who takes pride in serving their community on the front line! If you're a dependable team player who takes pride in maintaining essential municipal services, we want to hear from you!

You will have opportunities for ongoing training and many other internal perks! And with an unbeatable pension plan, workplace culture, and a supportive work-life balance, you can be confident that the City of Kamloops is invested in your long-term success and well-being. This is your chance to build a fulfilling career in Civic Operations in one of Canada's most beautiful and dynamic cities.

Learn more about the department here!

This opportunity is in the amazing city of Kamloops which offers the perfect balance of career growth and quality of life. We are known as Canada's Tournament Capital and are one of Canada's fastest growing cities! Nestled in the heart of British Columbia's stunning interior, Kamloops is known for its warm climate, outdoor adventure, and vibrant community. Whether you enjoy hiking, biking, skiing, golfing, and many more activities – Kamloops has something for every outdoor enthusiast—right at your doorstep. With short commutes, friendly neighborhoods, and a lower cost of living compared to major urban centres, Kamloops makes it easy to find your work-life balance.

<u>The successful candidate must have the following qualifications:</u>

1. Completion of senior secondary school or its equivalent.
2. Valid BC Driver's Licence - Class 3 with air brake endorsement.
3. Minimum of six months' previous experience in the operation of large mobile equipment (tandem), servicing and maintenance of similar equipment, and machines engaged in work in municipal streets settings.

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Please note, this is a temporary position until approximately May 31, 2027 or return of incumbent.

For new hires, and for those working in designated positions of trust, including those working directly with vulnerable persons, no formal offer of employment will be made until an applicant completes a police information check. This position will receive 14% in lieu of all benefits, vacation, stat holidays, and health time.

This is a unionized position with CUPE Local 900; check out our Collective Agreement (2024 - 2025) for full details (ratified 2026 Collective Agreement coming soon). As this is a unionized position, all qualifications must be met in order to be shortlisted for the position.

Hourly Rate
$ 36.659

Hours & Days of Work
STREETS HOURS:
7:00 am - 3:00 pm (summer)
8:00 am - 4:00 pm (winter)

Winter Shifts (from approximately November to May each year):
12:00 am - 8:00 am
8:00 am - 4:00 pm
4:00 pm - 12:00 am

12-hour winter weekend standby shifts required (Approximately first week of December to Family day).

Hours per Week
40

Please note if you need assistance or have individual needs or requirements throughout the application process, contact the Human Resources Department by telephone, email hr@kamloops.ca or in person at 6-510 Lorne Street so we can better support you.

External job postings are open to everyone. We are an equal opportunity employer and thank all applicants for their interest. Please be sure to review the application requirements of each job you apply for. Only those selected to participate in the recruitment process will be contacted.

Applications are accepted online at kamloops.ca/careers.

Streets Division - Standby Procedures Winter Season Snow and Ice Control

LETTER OF UNDERSTANDING

BETWEEN: CANADIAN UNION OF PUBLIC EMPLOYEES LOCAL 900 (The Union)

AND: CITY OF KAMLOOPS (The Employer)

RE: STREETS DIVISION - STANDBY PROCEDURES
WINTER SEASON SNOW AND ICE CONTROL

To ensure prompt response to snow and ice control, standby crews will be on call throughout the winter weekends starting December 1 each year and ending March 1 each year. Each weekend two crews shall be on standby for twelve (12) hours per day; Shift 1 - midnight to 12:00 noon, and Shift 2 - 12:00 noon to midnight, starting Friday midnight and ending midnight Sunday.

Standby employees shall be called out by way of an employee supplied cell phone number.

Standby Crews

Two shifts will be created using seniority for shift selection:

Shift 1 - Midnight to noon - Twelve (12) hours.

Shift 2 - Noon to midnight - Twelve (12) hours.

The standby crews will consist of one (1) Crew Leader and a number of operators, which will be determined by the number of total operators currently on staff divided equally. Crews will alternate each weekend.

If an employee wishes to trade a shift with another worker, they may do this with the permission of the Supervisor or their designate. Such notice of change has to be given by 4:00 pm on Wednesday preceding the weekend standby shift, and every reasonable request shall be considered.

When an employee takes the place of another person wanting to trade their shift, or when providing health leave or vacation relief on the standby list, that employee will be placed in the vacant spot on the standby list as determined by the vacating or absent employee's seniority.

The Streets Supervisor or their designate will evaluate the five (5) day weather forecast every Thursday at 3:00 pm. The Supervisor or their designate will reduce the standby complement of workers by two (2) workers for the following weekend if there are favourable road conditions and a weather forecast with no mention of precipitation.

When workers are called out three (3) hours or less before the end of their standby shift, each worker will only be required to work three hours before going home.

When any or all workers are called out for emergency snow removal, they shall be permitted to go home once it is deemed that the City's service levels can be met.

The City forthwith shall train the Streets Crew Leaders to read and analyze the data for the five (5) day weather forecast.

Response Time

Employees on standby are expected to respond to the call and report to the Civic Operations Centre within thirty (30) minutes of the initial call, common sense prevailing.

Should additional staff be required, the response time shall be 75% of staff to report to Central Maintenance Yard within one (1) hour of a decision for extra staff. Call-in for extra staff will be done by seniority from the list of streets workers not on standby that particular weekend.

Vehicles

In an effort to achieve quicker response time, Crew Leaders shall be permitted to take their City truck home.

Food Vouchers

All employees called out, including those who are not on standby, shall receive a food voucher valued at twenty dollars ($20.00).

Remuneration

Standby pay shall be paid out at the rate of one (1) hour regular rate of pay, for every four (4) hours of standby in addition to call-out pay entitlement under Article 14 of the Collective Agreement.

On a statutory holiday, the standby rate shall increase to one and a half (1.5) hours regular rate of pay for every four (4) hours of standby in addition to any call-out pay entitlement under Article 14 of the Collective Agreement.

Method of Payment

Standby pay to be used partially or wholly in the following manner:

1. Save for pre-retirement payout at the current rate of pay; or

2. Cash payout at current rates; or

3. Transferred into RRSPs or Municipal Pension Plan buyback; or

4. Banked.

Absenteeism

Employees who are unable to respond to being called, whether planned absences or sickness, must notify the Crew Leader in advance. Non-payment of standby and/or disciplinary action could result if an employee does not respond to a page for call-in work. Reasonable discretion will be used before any disciplinary action is imposed.

Any problems arising out of this Letter of Understanding will be dealt with in the shortest time frame as reasonably possible.

Original signed December 3, 2002
Updated and signed October 9, 2013
Updated and signed April 17, 2024