



# EMPLOYMENT OPENINGS

City of Salina offers excellent benefits including retirement & savings plans, health, vision & life insurance, prescription coverage, & paid time off. If requesting Veterans Preference, provide a DD214 copy. Apply at <https://jobs.salina-ks.gov>. Applications are required for each position & must be fully complete & correct. Email is used throughout the hiring process. Contact: Human Resources Department, 300 W. Ash, Room 200, Salina, KS 67401. Email: [human.resources@salina.org](mailto:human.resources@salina.org). Direct Line: (785) 833-8018; Office: (785) 309-5710.

## \* FULL-TIME POSITIONS \*

### FIRE DEPARTMENT FIREFIGHTER / PARAMEDIC

Applications deadline: Until filled-Fire Department-Duties: Responds to fire alarms & Emergency Medical Systems (EMS) emergencies with a pumper, ambulance, & ladder or rescue company. Performs light & heavy-duty rescue activities using various equipment; uses chemical extinguishers, bars, hooks, lines & other equipment; ventilates burning building; removes persons from danger; performs salvage operations; performs hose evolutions; responds to hazardous material incidents & performs the duties required under operational-level training; raises & climbs ladders. Renders Basic Life Support (BLS) & Advanced Life Support (ALS) emergency care to the sick or injured; recognizes & gives appropriate pre-hospital advanced life support intervention of medical & traumatic emergencies; accompanies patient(s) to hospital. Performs appropriate assessment to include the establishment of immediate priorities of treatment for multiple emergency victims including history taking & physical examination using inspection, palpation, auscultation, evaluation of neurological status, & gathering of vital signs. Participates in Emergency Medical Systems (EMS) & fire drills; attends regular classes in firefighting, emergency medical care, rescue, fire prevention, equipment maintenance & related subjects; studies all assigned material. Assists in training new paramedics; checks all ambulance medications for outdated & clarity. Posts prepared data & records of own activities; completes various reports using computers; completes patient report & billing forms. Education: High school diploma or G.E.D. Requirements: Must be eighteen (18) years of age at start date of employment. Must possess a valid Kansas driver's license. Must obtain a valid Kansas Class B commercial driver's license (CDL) within one (1) year from start date of employment. Successful candidates are prohibited from smoking or using tobacco products at any time, on or off the job. Certification Requirements: National Registry or Kansas Paramedic certification. National Incident Management System (NIMS) 100, 200, 700, 800 certifications. Advanced Cardiovascular Life Support (ACLS) certification & Pediatric Advanced Life Support certification or obtain within one (1) year from start date of employment. Candidate Physical Ability Test (CPAT) within prior year or Salina Physical Ability Test (PAT) during hiring process. International Fire Service Training Association (IFSA) or Pro Board certifications for Firefighter I, Firefighter II, Hazmat Awareness & Hazmat Operations, or obtain within one (1) year from start date of employment. Work Type: Very heavy, exerting up to 100 pounds of force occasionally, and/or up to 50 pounds of force frequently, and/or up to 20 pounds of force constantly to move objects. Starting Pay DOQ: \$57,741-60,628/yr.

### FIREFIGHTER / EMT

Application deadline: Until filled-Fire Department-Duties: Responds to alarms of fires & medical emergencies, hazardous materials & other emergencies with a pumper, ladder, rescue, ambulance or support vehicle; performs light & heavy rescue activities including high angle rescue, water rescue, auto extrication, oxygen administration, CPR & rescue equipment operation. Serves on an ambulance for periods of time on a rotating basis, performing EMS duties under varying degrees of supervision; checks vehicles & equipment; carries out Basic Life Support & assists paramedics with Advanced Life Support therapies such as putting ECG monitors on patients, setting up IV supplies. Lays & connects hoses; holds nozzles & directs fog or water streams; raises & climbs ladders; uses chemical extinguishers, bars, hooks, lines & other equipment; ventilates burning buildings by opening windows & skylights or by cutting holes in roofs & by using positive pressure ventilation; extricates victims & removes people from danger; performs salvage operations such as throwing salvage covers, sweeping water & removing debris. Participates in fire drills & attends regular classes in firefighting, rescue, EMS, fire prevention, hazardous materials, first responder, apparatus maintenance & care, & related subjects; progresses in firefighting certification levels; prepares records of own activities. Education: High school diploma or G.E.D. Requirements: Must be eighteen (18) years of age at start date of employment. Must possess a valid Kansas driver's license. Must obtain a valid Kansas Class B commercial driver's license (CDL) within one (1) year from employment start date. Successful candidates are prohibited from smoking or using tobacco products at any time, on or off the job. Certification Requirements: National Registry or Kansas EMT certification. National Incident Management System (NIMS) 100, 200, 700, 800 certifications. Candidate Physical Ability Test (CPAT) within prior year OR Salina Physical Ability Test (PAT) during hiring process. International Fire Service Training Association (IFSA) or Pro Board certifications for Firefighter I, Firefighter II, Hazmat Awareness and Hazmat Operations, or obtain within one (1) year from start date of employment. Starting Pay DOQ \$49,878-52,416/yr.

**Equal Opportunity Employer / Drug-Free Workplace:** We consider applicants for all jobs without regard to race, sex, sexual orientation, gender identity, religion, age, color, national origin, ancestry, disability, or familial status. Applicants requiring reasonable accommodations to the application and/or interview process should notify a representative of the Human Resources Department at 785-309-5710.

**ADA Notice:** For needed accommodations, please call 785-309-5745 Office or 785-309-5747 TDD Number between the hours of 8:00 a.m. & 5:00 p.m. Every effort will be made to accommodate known disabilities. For material or speech access, please call at least 5 working days prior to the event.

## POLICE DEPARTMENT POLICE OFFICER

Application deadline: Until filled-Police Department-Duties: Operates an automobile, motorcycle, bicycle or engages in foot patrol in an assigned area to prevent & discover the commission of crime & to enforce criminal & traffic laws & regulations. Performs initial & follow-up investigations of crimes involving adults & juveniles; serves in stakeouts & surveillance; responds to radio & telephone dispatches & appears at scenes of disorder or crime. Intervenes in private or public disputes to protect the public peace & maintain order; investigates complaints; interrogates persons whose actions are suspicious. Uses basic negotiation & crisis intervention skills for handling hostage situations or high-risk warrant executions. Uses forensic tools & methods to support the investigation of crime scenes beyond basic interrogations. Employs reasonable & necessary force to subdue resisting individuals and/or accomplish a lawful police objective; effects arrests; transports prisoners; impounds & tags evidence; issues citations; gives warnings; serves warrants & subpoenas. Uses crime analysis tools to predict, report, & develop strategies to reduce criminal activity in assigned areas. Applies digital analysis skills for investigating technology-related crimes. Utilizes proficiency with body-worn cameras & other recording systems for evidence collection & officer accountability. Uses mobile data terminals & real-time crime center resources. Operates a computer information terminal; may perform service desk duties; handles animal problems. Assists fire department & ambulance personnel in rendering first aid; provides first aid, CPR & other emergency medical assistance; provides general assistance to the public; assists in hazardous material incidents. Notes & reports traffic hazards; assists in controlling traffic at scenes of emergencies; directs traffic; issues citations for parking & moving violations; escorts parades & processions; gives directions & information. Inspects establishments providing alcoholic beverages & entertainment; inspects to assure property protection. Prepares reports of own activities & investigative & operational reports; prepares detailed reports of offenses, accidents, damages to property, arrests & seized property. Appears, testifies & provides credible testimony in municipal, district & federal court. Speaks before school & civic groups as required; conducts community outreach & educational programs to build public trust & awareness on safety issues. Joins in neighborhood meetings or events to address community concerns & foster good police-community relations. Participates in joint training exercises with local fire departments & other emergency services for coordinated response. Participates in annual in-service training for updates on changes to city, state, or federal law impacting local enforcement. Receives in-service certification in cultural competency, ethical policing, & de-escalation techniques. Maintains physical fitness programs & access to mental health resources to support officer well-being. Education: High school diploma or G.E.D. Associate or bachelor's degree in criminology, social work, or related fields; one (1) year of college level coursework preferred. Ability to obtain Kansas Police Officer certification within one (1) year from start date of employment. Experience: One (1) year of work experience involving public contact such as security guard, customer service in de-escalating conflicts, social work, emergency medical technician, & protective services. Multilingual capability or conversational Spanish is desired. Requirements: Must be at least twenty-one (21) years of age at start date of employment. Officers working in specialized positions must live within 40 minutes response time; no residency requirements for new Police Officers. Must possess valid Kansas driver's license. Qualifications Include: United States citizen. No felony conviction, domestic violence related conviction, or other serious misdemeanor convictions. Successful candidates are prohibited from smoking or using tobacco products at any time, on or off the job. Selection Process Includes: In-person Police Officer Selection Test held at the Salina Police Department. Computer voice stress analysis examination. Psychological evaluation. Thorough background check. Three assessment interviews. Physical examination & drug screen. Starting Pay DOQ: \$57,741-60,632/yr.

## **911 DISPATCHER**

Application deadline: Until filled-Police Department-Duties: Responsible for dispatching all police, sheriff, fire, & ambulance operations in the city & county. Monitors radio transmissions & provides necessary support through use of a fixed two-way communication system. Monitors a computerized emergency system & dispatches appropriate response. Receives emergency & non-emergency telephone calls for service & dispatches necessary emergency/service response using a two-way communications system. Operates a nationwide computerized database providing inquiry support for authorized requestors; enters a variety of data into a computerized database for the purposes of permanent storage & retrieval. Education: High school diploma or G.E.D. Experience: Requires successful completion of in-service training program in communications related curriculum within six (6) months from start date of employment. Requirements: Must be nineteen (19) years of age or older at start date of employment. No felony conviction, domestic violence related conviction, or other serious misdemeanor convictions. Requires successful completion of in-service training program in communications related curriculum. Work Type: Light, exerting up to 20 pounds of force occasionally, and/or up to 10 pounds of force frequently, and/or a negligible amount of force constantly to move objects. Machines, Tools, Equipment: Calculator, computer, internet, radio, telephone, & typewriter. Selection Process Includes: Must pass selection process that includes assessment interviews, psychological evaluation, computer voice analyzer examination, & thorough background checks. Hours: Twelve (12) hour shifts from 6:00 a.m. to 6:00 p.m.; 6:00 p.m. to 6:00 a.m.; 12:00 p.m. to 12:00 a.m.; every other weekend off. Starting Pay DOQ: \$22.20-23.31/hr.

## **POLICE SUPPORT SPECIALIST I**

Application deadline: Until filled- Police Department -Duties: Checks & maintains variety of departmental criminal files & data to ensure accuracy prior to permanent storage in records management software; ensures data is entered accurately in accordance with state government guidelines concerning criminal activity & arrests information. Computes departmental statistics; prepares charts, reports, forms & other documents for departmental use; composes & types correspondence; scans & indexes police reports & related documents. Prepares & releases police reports & official responses to court inquiries; handles public report requests & background checks conducted from local records; performs variety of recordkeeping, records management duties, & related tasks for department. Screens incoming telephone calls; provides frontline customer service for general public & all offenders entering department; maintains & accounts for materials & supplies; handles office mail. Education: High school diploma or G.E.D. Experience: Microsoft Word & Excel experience required. Typing skills & other clerical functions. Type accurately at or above 40 words per minute. Work Type: Light, exerting up to 20 pounds of force occasionally, and/or up to 10 pounds of force frequently, and/or a negligible amount of force constantly to move objects. Sits about 85 percent of the time. Works inside. Equipment: Adding machine, calculator, computer, copy machine, fax machine, scanner, telephone & typewriter. Hours: Monday – Friday. 7:30 a.m. - 4:30 p.m. Starting Pay DOQ: \$17.39-18.26/hr.

## PUBLIC WORKS DEPARTMENT LANDFILL OPERATOR I

Application deadline: Until filled-Public Works/Landfill- Public Works/Solid Waste-Duties: Performs skilled & semi-skilled work in the maintenance & operation of the City of Salina's municipal solid waste landfill; operates & maintains medium & heavy equipment such as compactors, dozers, motor graders, front-end loaders, self-propelled scrapers & similar equipment; assists in planning fill cells; moves, levels, compacts & covers solid waste at landfill; looks for & prevents hazardous waste from entering into landfill; mows grounds; collects litter; maintains landfill roads; extinguishes fires at landfill; performs maintenance checks on equipment & makes repairs; welds; prepares minimal records of own activities, including burial logs & special wastes. Education: High school diploma or G.E.D. Experience: One (1) year of progressively responsible construction & maintenance work operating light & medium equipment (tractor, loader, skid steer); one (1) year of experience operating heavy equipment (dozer, compacter, earth scraper); horizontal land construction work preferred; must be able to work outside in all weather conditions. Requirements: Must possess valid Kansas driver's license at hire; must obtain a valid Kansas commercial driver's license (CDL) with air brake & tanker endorsement within one (1) year from hire date. Work Type: Heavy, exerting up to 100 pounds of force occasionally, and/or up to 50 pounds of force frequently, and/or up to 20 pounds of force constantly to move objects. Machines, Tools, Equipment: Earth scrapers, trash compactors, wheel loader, motor grader, dozer, water truck, roll off truck, tractor mower, weed-eaters, mechanic's hand & power tools, welder, etc. Hours: 4 (10 hour days) & quarterly shift change (3-10.5 hours, & 1-8.5 hour days) Starting Pay DOQ: \$21.14-22.20/hr.

## UTILITIES DEPARTMENT UTILITY WORKER I

Application deadline: Until filled-Utilities/Water & Wastewater-Duties: Performs semi-skilled & skilled labor in the maintenance & operation of a water distribution & transmission system/wastewater collection system. Performs minor electrical & mechanical maintenance. Maintains wastewater pumps, motors & controls. Installs, repairs, cleans, taps, fits & inspects wastewater/water pipelines; installs & repairs wastewater/water valves, manholes, & fire hydrants; installs & repairs chemical feed pumps & piping. Performs custodial work such as cleaning, painting, lawn mowing & snow removal. Education: High school diploma or G.E.D. Experience: Two (2) years maintenance of mechanical & electrical equipment, or related work preferred. Requirements: Must live within 40 minutes' response time. Must possess valid Kansas driver's license. Work Type: Heavy, exerting up to 100 pounds of force occasionally, and/or up to 50 pounds of force frequently, and/or up to 20 pounds of force constantly to move objects. Machines, Tools, & Equipment: Computer, iPad, telephone, two-way radio, test equipment, multimeters, megohmmeters, chlorometers, personal gas monitors, pickups, dump trucks, tanker trucks, crane trucks, jackhammers, air moles, air compressors, wheeled & tracked excavators, skid loaders, hand & power tools, sewer cleaning equipment & inspection equipment. Hours: Monday-Friday, 8:00 a.m. – 5:00 p.m. & after-hours calls. Starting Pay DOQ \$24.47-25.69/hr.

## WATER PLANT OPERATOR I

Application Deadline: Until filled-Utilities-Duties: Performs skilled work in the operation of an advanced water treatment plant, distribution system. Keeps daily logs of shift operations; utilizes monitoring equipment & maintains records. Draws samples for laboratory analysis. Performs preventive maintenance on equipment. Performs custodial work such as cleaning, painting & mowing. Receives & addresses customer concerns. Education: High school diploma or G.E.D. Kansas Class I Water Supply System Operator Certificate or must obtain within two (2) years from employment start date. Experience: Two (2) years of mechanical & electrical equipment maintenance, or related work preferred. Requirements: Must live within 40 minutes' response time. Must possess valid Kansas driver's license. Work Type: Heavy, exerting up to 100 pounds of force occasionally, and/or up to 50 pounds of force frequently, and/or up to 20 pounds of force constantly to move objects. Manual labor. Equipment: Computer, hand & power tools, Lockout/Tag-out equipment, telephone, test equipment, trucks, & vehicles. Hours: Works on shift: 8:00 a.m. - 5:00 p.m.; 12:00 p.m. – 12:00 a.m.; 12:00 a.m. – 12:00 p.m. Includes some weekends. Starting Pay DOQ: \$24.47-25.69/hr.

## **\* PART-TIME POSITIONS \***

## ARTS & HUMANITIES DEPARTMENT RIVER FESTIVAL STAGE MANAGER

Temporary/Seasonal • Part-Time

Application deadline: Until filled-Arts & Humanities-Duties: Responsible for stage hospitality to entertainers & to the audience. Assists with entertainers' requests & needs. Must have the ability to entertain & create a festive atmosphere in the stage environment. Diplomatically answers questions & meets the needs of Festival goers. Troubleshoots & makes adjustments as needed to keep the stage running on time. Must authoritatively inform the Festival crowd of emergencies or inclement weather as needed. Acts responsibly in emergency situations & inclement weather. Assists with emergencies. Offers support with equipment, supplies, staffing, or other needs. Must maintain good working relationships with those in analogous positions at the other Festival stages, especially the Stein Stage in moving equipment. Education: High School Diploma or G.E.D. Qualifications: Five (5) years minimum of stage management in a musical or theatrical setting. Ability & experience in directing workers aged sixteen (16) to twenty-five (25) in the crew positions is required. Must have the basic knowledge of, & ability to work with the Festival sound crew. Knowledge of musical instrumentation. Ability to read technical needs sheets & responses appropriately to set up instruments, monitors, direct input boxes, etc. Demonstrates respect for the artists. Maintains a cheerful & helpful attitude throughout the entire event. Requirements: Must be eighteen (18) years of age or older. Must possess a valid driver's license to operate utility vehicles & golf carts on city property & non-public access passageways. Must have the ability to lift 75 lbs. Must be able to withstand extreme temperatures & adverse weather conditions. Equipment: Golf carts, sound equipment, & instruments. Hours: 40-60 hours from June 11 - June 14, 2026. Position works long hours in varied & adverse weather conditions. Pay: \$500 Stipend (Approx. \$12.50/hr.)

## RIVER FESTIVAL STAGE CREW MEMBER

Temporary/Seasonal • Part-Time

Application deadline: Until filled-Arts & Humanities-Duties: Assists the Stage Manager in all aspects of set-up, equipment handling & service to the entertainers. Assists the Stage Manager of Stage II, Stage Manager of Stein Stage, Sound Crew & other Festival staff carrying out their duties. Maintains a cheerful & helpful attitude throughout the entire event. Education: Eighth grade graduate minimum. Qualifications: Must have previous experience as a stagehand at the Smoky Hill River Festival or other stage work, i.e. a music or theatre program. Requirements: Must be sixteen (16) years of age or older. Sixteen-year-olds will work in a non-driving capacity. Sixteen-year-olds are permitted to use only light, non-power-driven hand tools. Seventeen-year-olds or older must possess a valid driver's license to operate utility vehicles & golf carts on city property & non-public access passageways. Must have the ability to lift 75 lbs. Must be able to withstand extreme temperatures & adverse weather conditions. Equipment: Golf carts, sound equipment, & instruments. Hours: 40-60 hours from June 11 to June 14, 2026. Position works long hours in varied & adverse weather conditions. Pay: \$300 Stipend (Approx. \$7.50/hr.)

## RIVER FESTIVAL GOFER I

Temporary/Seasonal • Part-Time

Application Deadline: Until filled-Arts & Humanities-Duties: Builds & assembles stages. Installs signage & Festival infrastructure. Sets-up chairs, tents, & tables throughout the park. Installs design elements & fencing. Assists with special projects as directed. Works alone or in teams to accomplish all tasks quickly & efficiently. Education: Eighth grade graduate minimum. High school diploma or G.E.D. preferred. Qualifications: Two (2) years' experience in building sets, stages, & other theatre/entertainment sets preferred. Skilled in the use & function of basic hand & non-powered tools required. Must be knowledgeable about the programs & events of the Smoky Hill River Festival. Requirements: Must be sixteen (16) years of age or older. Sixteen-year-olds will work in a non-driving capacity. Sixteen-year-olds are permitted to use light, non-power-driven hand tools. Seventeen (17) year olds must possess a valid driver's license to operate utility vehicles & golf carts on city property & non-public access passageways. Must have the ability to lift 75 lbs. Must be able to withstand extreme temperatures & adverse weather conditions. Equipment: Rakes, handheld clippers, shovels, brooms, & light, non-powered hand tools. Hours: 40-60 hours from June 9 to June 15, 2026. Position works long hours in varying & adverse weather conditions. Pay: \$8.00/hr.

## PARKS & RECREATION DEPARTMENT

### RECREATION ASSISTANT I

Dog Walker

Intermittent Part-Time • Permanent

Application deadline: Until filled-Parks & Recreation/ Animal Services-Duties: Walks dogs of all sizes & breeds, ensuring they get adequate exercise, socialization, & potty breaks; ensures the safety & well-being of the dogs at all times; may walk up to four (4) dogs at any one time; makes sure that dogs are well-fed & hydrated; picks-up after the dogs during walks & disposes of waste appropriately; adheres to walking schedules & routes provided by management staff; monitors the dogs for any signs of distress or health issues & reports them immediately to management; maintains effective communication with Animal Services staff, providing updates & feedback on the dogs' behaviors & activities; adheres to all company policies & local regulations regarding dog walking & animal care; knowledgeable of city ordinances & state laws regarding animal care. Education: High school diploma or G.E.D. Experience: One (1) year previous experience in dog walking or pet care is preferred but not required; previous volunteer work in animal care. Requirements: Must be eighteen (18) years of age or older; this is a non-driving position; must pass a background check. Work Type: Moderate, exerting up to 80 pounds of force occasionally, and/or up to 50 pounds of force frequently, and/or a negligible amount of force constantly to move objects; must be physically fit & able to walk steadily for 20-30 minutes or for extended periods in various weather conditions; must have the ability to physically handle both dogs & maintenance responsibilities. Hours: Works flexible hours, including mornings, evenings, & weekends. Position available from November to December 2025. Starting Pay: \$13.40/hr.

## PARKS & RECREATION SUMMER EMPLOYMENT

Temporary/ Seasonal & Intermittent • Part-Time

Application deadline: Until filled- Parks & Recreation-The City of Salina is accepting applications for part-time & summer employment in the Athletics, Ball Fields, Kenwood Cove Water Park, & Municipal Golf Course divisions. Education: High school graduates unless otherwise designated. Requirements: Work, salary, & hrs. vary depending on games. Go to our job board for position descriptions.

## PUBLIC WORKS DEPARTMENT

### FLEET ASSISTANT

Temporary/Seasonal • Part-Time

Application deadline: Until filled- Duties: Performs a wide variety of clerical duties, bookkeeping, & semi-skilled automotive repair work involving Central Garage's fleet, parts management, & fuel handling programs. Applies accounting principles in maintaining specialized & complex accounts; assists in maintaining a complete bookkeeping system of moderate difficulty; performs financial record keeping & billing procedures; handles accounts payable documents. Enters data; organizes & maintains account information & balances; files & maintains city vehicle maintenance records. Creates letters, reports, & assigned correspondence; proofreads written documents; handles & interprets technical materials; performs assorted office functions. Provides first-line customer & vendor communications; responds to customer inquiries & assists in-person, via telephone or computer. Requests,

## FLEET ASSISTANT (CONTINUED)

maintains, & accounts for materials, supplies, & limited office funds. Performs parts room management; maintains parts room inventory; completes shipping & receiving. Picks-up & returns parts to appropriate vendors; delivers tires to the appropriate vendor for repair; operates motor vehicles for parts & tire pickup & delivery. Washes & details vehicles; assists with tire changes & basic vehicle repairs as needed. Maintains cleanliness of the office, breakroom, parts room & bathroom by sweeping, mopping, dusting, cleaning cabinets & emptying the trash. Operates & handles a variety of vehicles not requiring a Commercial Driver's License (CDL). Education: High school diploma or G.E.D. Post high school courses in typing, bookkeeping, & computer applications. Experience: Two (2) years of experience in clerical work, bookkeeping & accounting duties preferred. One (1) year or more of experience with automotive parts & service or tire technician work preferred. • Experience in Microsoft Office, Excel, Outlook & Word desired. Requirements: Must possess a valid Kansas driver's license. Must be eighteen (18) years of age or older. Work Type: Medium, exerting up to 50 pounds of force occasionally, and/or up to 20 lbs. of force frequently, and/or up to 10 pounds of force constantly to more objects. • Works inside & occasionally outside. Equipment: Battery powered blower, battery powered tools, brooms, calculator, computer, copy machine, fax machine, printer, hand carts, grease guns, lift tailgate, mops, pressure washer, tablet, telephone, two-way radio, variety of vehicles not requiring a CDL, vehicle jacks & jack stands. Hours: Monday – Friday; Flexible hours between 7:00 a.m. to 4:00 p.m. Starting Pay DOQ: \$16.25-18.25/hr.

## FLOOD CONTROL LABORER

Temporary/Seasonal

Application deadline: Until filled-Public Works/ Flood Control- Duties: Flood Mitigation Efforts: Plays a crucial role in the maintenance of flood barriers & levees to protect our community from flood hazards. Landscape Management: Assists in the control & management of landscape around waterways & flood control systems through weed spraying, mowing, & tree trimming, ensuring clear & unobstructed flow paths for water. Debris & Litter Control: Engages in the collection & removal of trash & debris from water channels, culverts, & flood prevention structures, contributing to the cleanliness & efficiency of our flood control systems. Equipment Operation & Maintenance: Supports the operation & routine maintenance of a variety of tools & equipment used in flood control & grounds keeping activities. Collaboration & Teamwork: Works closely with full-time staff & other seasonal laborers in executing flood control measures & responding to emergency flood situations as needed. Education: Eighth grade graduate minimum. High school diploma or G.E.D. preferred. Experience: Six (6) months to one (1) year of work in lawn care, mowing, or related work preferred. Requirements: Must be eighteen (18) years of age or older. Must possess a valid driver's license. Must pass background checks. Work Type: Heavy, exerting up to 100 lbs. of force occasionally, and/or up to 50 lbs. of force frequently, and/or up to 20 lbs. of force continually to move objects. Works outside in varying weather conditions. Equipment: Brooms, chain saws, hoses, mowers, pickup, rakes, shovels, tractor mowers, vehicles, & weed eaters. Hours: Monday-Friday from 7:30 a.m.-4:00 p.m.; 40 hours per week available. Flexible schedule to include either morning or afternoon shifts; 20+ per week. Position typically works from June–August or for a total of 950 hours per season. Pay: \$16.00/hr.

## TRAFFIC CONTROL LABORER

Temporary/Seasonal

Application deadline: Until filled-Public Works/Traffic Control- Duties: Traffic Device Maintenance & Installation: Participates in the installation, maintenance, & repair of critical traffic control devices, including but not limited to stop signs, yield signs, & traffic signals, ensuring compliance with national & state safety standards while enhancing public visibility. Roadway Marking: Plays a key role in the painting & repainting of essential road markings, covering complex layouts like school zones & bike lanes, utilizing reflective materials to optimize nighttime & inclement weather visibility, thereby aligning with broader municipal safety protocols. Sign Replacement & Visibility Assurance: Engages in evaluating & replacing degraded traffic signs, meticulously adjusting for optimal driver visibility, factoring in local environmental conditions like frequent sun direction changes or natural obstructions, contributing to informed & safe navigation. Traffic Management Support & Coordination: Actively collaborates with full-time staff, event planners, emergency services, & public works teams to ensure cohesive traffic setups during citywide events, construction activities, & roadworks, integrating best practice protocols for barrier placement & vehicular & pedestrian routing. Equipment Operation & Care: Operates a variety of tools & machinery used in traffic control tasks, including paint machines, drills, & saws, while ensuring all equipment is properly maintained & stored. Education: Eighth grade graduate minimum. High school diploma or G.E.D. preferred. Experience: Six (6) months to one (1) year of work experience with wood, metal, or concrete painting projects. Work Type: Heavy, exerting up to 100 lbs. of force occasionally, and/or up to 50 lbs. of force frequently, and/or up to 20 lbs. of force continually to move objects. Works entire shift outside in varying weather conditions. Requirements: Must be eighteen (18) years of age or older. Must possess valid driver's license. Must pass background checks. Must be prompt & available to work shifts. Must have the ability to work independently with little supervision. Equipment: Variety of tools & machinery used in traffic control tasks, including paint machines, paint rollers, paint brushes, drills, saws & vehicles. Hours: Monday-Friday from 7:30 a.m.-4:00 p.m.; 40 hours per week available. Position typically works from June–August or for a total of 950 hours per season. Pay: \$16.00/hr.

## LANDFILL FACILITY MAINTENANCE WORKER

Temporary/Seasonal • Part-Time

Application Deadline: Until filled-Public Works/Landfill- Duties: Performs manual labor in the maintenance of facilities & outdoor spaces. Operates utility vehicles to perform litter collection duties on municipal landfill property. Mows on flat surfaces & removes weeds around buildings, fences, & other landfill structures; may apply herbicides subject to minimum age requirements. Keeps equipment well-maintained, clean & operational; promptly reports any deficiencies to supervisor. Assists with installation of litter control fences. Cleans shop floors & shop areas. Cleans interiors & exteriors of vehicles & equipment. Prepares minimal records of own activities. Performs other duties as assigned. Education: Eighth grade graduate minimum. Experience: Mowing, outdoor work experience, & some mechanical knowledge required. Grounds maintenance & equipment experience preferred. Must possess a valid driver's license. Requirements: Must be seventeen (17) years of age or older. Must possess a valid driver's license. Work Type: Medium, exerting up to 75 pounds of force occasionally, and/or up to 40 pounds of force frequently, and/or up to 20 pounds of force constantly to move objects; ability to lift 10-40 pounds frequently. Works outside in possible adverse weather conditions. Equipment: 17-year-olds: Zero-turn mower, weed-eater, utility vehicle, litter pickers, & various non-power-driven hand tools. 18-year-olds: Zero-turn mower, weed-eater, utility vehicle, litter pickers, litter collection utility vehicle, pickups, & various hand tools. Hours: Monday – Friday. 6:30 a.m. – 5:00 p.m. Flexible hours. Starting Pay DOQ: \$15.88 - 17.88/hr.

# CITY OF SALINA BENEFIT SUMMARY

## Classified Full-Time Employees

**Effective 01/01/2026**

<b>CALL- BACK PAY</b>	<ul style="list-style-type: none"> <li>• Non-exempt employees may be designated as “on standby” in accordance with departmental-specific requirements.</li> <li>• Non-exempt employees on standby receive \$1.50/hour for each hour of being on standby.</li> <li>• On observed holidays employees on standby shall receive \$2.50/hour for each hour of being on standby.</li> <li>• If the employee is called back to work, he or she will receive a minimum of two (2) hours of call-back pay in addition to standby pay.</li> <li>• Standby hours do not count towards the computation of overtime hours during a work week.</li> </ul>
<b>HEALTH INSURANCE</b>	<p>Comprehensive health coverage includes medical, prescription, and dental coverage.</p> <ul style="list-style-type: none"> <li>• <b>Single Policy:</b> \$143.00/month.</li> <li>• <b>Employee + 1 Policy:</b> \$319.00/month.</li> <li>• <b>Family Policy:</b> \$384.00/month.</li> </ul> <p><b>MEDICAL: Blue Cross &amp; Blue Shield of Kansas</b></p> <ul style="list-style-type: none"> <li>• Co-insurance: The plan pays 50% of allowed charges. When the member’s share equals \$2,000 or a maximum of \$4,000 (family), the plan pays 100% of all charges allowed.</li> </ul> <p><b>PRESCRIPTION: BCBS Prime Therapeutics</b></p> <ul style="list-style-type: none"> <li>• Covered prescriptions are paid at 70% with no deductible.</li> </ul> <p><b>DENTAL: Delta Dental of Kansas</b></p> <ul style="list-style-type: none"> <li>• Annual deductible is \$25 per person or \$75 per family for items not covered at 100%.</li> <li>• Maximum benefit payment for each eligible person per benefit year is \$1,500.</li> </ul>
<b>HOLIDAYS</b>	<ul style="list-style-type: none"> <li>• Twelve (12) paid holidays per year (8 hours per day).</li> <li>• One (1) paid personal day (8 hours per day).</li> </ul>
<b>LIFE INSURANCE</b>	<p><b>Reliance Standard Life Insurance</b></p> <ul style="list-style-type: none"> <li>• The City of Salina pays the full cost of this life insurance policy.</li> <li>• Coverage is equal to the employee’s annual base pay.</li> <li>• Spouse coverage is \$15,000.</li> <li>• Dependent children coverage is \$10,000 (<i>age restrictions apply</i>).</li> </ul> <p><b>Kansas Public Employees Retirement (KPERS)</b></p> <ul style="list-style-type: none"> <li>• Eligible employees receive life insurance with coverage equivalent to 1.5 times the employee’s annual salary.</li> <li>• Employees may also elect to purchase <i>Optional Group Life Insurance</i> for themselves, their spouses and children.</li> </ul>
<b>LONGEVITY PAY</b>	<ul style="list-style-type: none"> <li>• After five (5) years of continuous employment, employees will receive an annual payment equal to \$3.50 for each month of service if their overall performance rating has been ‘good’ or higher on annual evaluations.</li> </ul>
<b>OVERTIME PAY</b>	<ul style="list-style-type: none"> <li>• Employees shall be compensated at a rate of one and one-half times (1½) the employee’s regular rate of pay for hours worked in excess of forty (40) hours in one (1) standard work week.</li> </ul>
<b>RETIREMENT</b>	<p><b>Kansas Public Employees Retirement (KPERS)</b></p> <ul style="list-style-type: none"> <li>• Classified full-time employees are enrolled in Kansas Public Employees Retirement (KPERS) upon start of employment. Benefits include retirement, life insurance, and disability.</li> </ul> <p><b>Mission Square Retirement</b></p> <ul style="list-style-type: none"> <li>• Employees may elect to participate in savings plans through Mission Square Retirement.</li> </ul>
<b>SHIFT DIFFERENTIAL PAY</b>	<ul style="list-style-type: none"> <li>• For employees who are required to perform shift work on a regular basis outside of traditional daily schedules as a condition of employment, employees are eligible to receive additional shift differential pay at the rate of \$1.50 per hour worked.</li> <li>• Shift differential pay shall be provided for any hourly employee for hours worked during an eight (8) hour, ten (10) hour, or twelve (12) hour shift after 6:00 p.m. and prior to 6:00 a.m.</li> <li>• Shift differential pay shall be paid for actual hours worked. If shift differential pay is applicable and authorized overtime occurs in conjunction with the regular workday, the shift differential shall be paid for each hour of overtime worked, and the shift differential pay shall be added to the base hourly rate prior to computing the overtime rate.</li> </ul>
<b>STANDBY HOURS</b>	<ul style="list-style-type: none"> <li>• Non-exempt employees on standby receive \$1.50/hour for each hour of being on standby.</li> <li>• On observed holidays employees on standby shall receive \$2.50/hour for each hour of being on standby.</li> <li>• If the employee is called back to work, he or she will receive a minimum of two (2) hours of call-back pay in addition to standby pay.</li> <li>• Standby hours do not count towards the computation of overtime hours during a work week.</li> </ul>