

City of Sacramento
Civil Service Board Report
915 I Street Sacramento, CA 95814
www.cityofsacramento.org

File ID: 2026-01496

8/17/2026

Appeal of the Disqualification of Miguel Jurado from the Street Construction Laborer Recruitment

File ID: 2026-01496

Location: Citywide

Recommendation: Pass a **Motion:** 1) waiving formal rules for conducting the hearing pursuant to Civil Service Board Rule 4(11)(c)(7); and 2) adopting the Director's findings, determinations, and decision of disqualification in the appeal of Miguel Jurado for the Street Construction Laborer recruitment pursuant to Civil Service Board Rule 4.11(c)(6).

Contact: Alex Lopez, Personnel Analyst, (916) 808-8953, alopez3@cityofsacramento.org, Human Resources Department

Presenter: None

Attachments:

- 1-Description/Analysis
- 2-Job Announcement
- 3-Applicant's Application
- 4-Notice of Disqualification
- 5-Appeal from Applicant
- 6-NeoGov Confirmation

Description/Analysis

Issue Detail:

BACKGROUND

A job announcement for Street Construction Laborer posted on March 23, 2026 (Attachment 2). On March 24, 2026, Miguel Jurado submitted a timely application (Attachment 3) for the posting. On May 22, 2026, Appellant Jurado received a notice of disqualification (Attachment 4) stating they did not pass the stated qualifications under the "Experience and Education" portion of the job announcement.

ISSUE RAISED BY APPELLANT

On May 22, 2026, Appellant Jurado submitted an appeal response (Attachment 5) to the disqualification, citing Civil Service Board (CSB) Rule 4.10(c)(1): Erroneous interpretation or application of the qualification standards prescribed for the classification and Civil Service Board (CSB) Rule 4.10(c)(2): Improper procedure in the administration of the test. Appellant Jurado's appeal states in part:

"In the application under 'Work Experience' I wrote out my prior experience several times; however, each time it would for one reason or another not save and be deleted from the application. The application provided an option to leave my resume, so to prevent me from not applying I opted to attach my resume for review. Had the application stated that it was mandatory to fill out the 'Work Experience' section, I would have sought out IT support. Given the technical issues of the only site to apply for this position and the lack of clear direction for submitting the application, I am appealing on the grounds of (2) improper procedures in the administration of the application. Furthermore, I would like to appeal on the grounds of (1) erroneous interpretation of application of qualification standards, given the application failed to state that the only form of providing my experience was through the 'Work Experience' portion.

I have worked for the City close to two years now and have done everything to promote to the laborer position. I have attached my resume for your review and I hope my application can be reconsidered for this position."

CITY'S RESPONSE TO APPEAL

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

- I. To clarify, the rule cited in the appeal request, "4.10(c)(2) improper procedures in the administration of the application," was cited incorrectly. The correct citation is "4.10(c)(2) Improper procedure in the administration of the test." However, this rule does not apply in this situation, as the appellant was not invited to participate in any examination associated with this recruitment. As a result, the appeal cannot be accepted under that rule. However, the appeal is accepted under rule 4.10(c)(1), Erroneous interpretation or application of qualification standards prescribed for the classification.
- II. The minimum qualifications for the classification that Appellant Jurado applied to are as follows:

Experience:

Two years of experience operating medium street construction and maintenance equipment and performing skilled heavy manual street construction, maintenance, and repair duties.

OR

Two years of experience comparable to a Street Construction Laborer Trainee with the City of Sacramento.

III. The City interprets and consistently applies the minimum qualifications to mean:

Demonstration of two years of experience operating medium street construction and maintenance equipment to perform skilled heavy manual street construction, maintenance, and repair duties.

OR

Demonstration of two years of experience comparable to a Street Construction Laborer Trainee with the City of Sacramento. Examples of comparable duties include, but are not limited to, in a training capacity; spread asphaltic road material; seal road surfaces; repair concrete; clean and adjust service tools; setup traffic barricades or warning signs; operate dump trucks, water trucks, front end loaders, spreaders, tractors, and/or pavement rollers; and operate a jackhammer and other pneumatic tools.

IV. Appellant Jurado did not complete the Work Experience Section of their submitted application and stated in their appeal response they submitted a resume instead. Applications are screened based on the information provided by the applicant in the duties area of the Work Experience section of the employment application and a resume cannot substitute for the information required in the Work Experience section of the application. Appellant Jurado answered "Yes" to understanding the following supplemental question on their application (Attachment 3) indicating they understood they must list current and/or past job experience in the duties area of the Work Experience Section of their application.

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

Yes

The Selection Procedures on the job announcement (Attachment 2) for Street Construction Laborer included the same information regarding completing the Work Experience section of

the application:

THE SELECTION PROCEDURE:

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

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

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

Appellant Jurado stated in their appeal that, "Had the application stated that it was mandatory to fill out the Work Experience section, I would have sought out IT support." The NeoGov system does not allow the Work Experience section to be designated as mandatory in its entirety or on a per-recruitment basis, and because not all City classifications require work experience, it is both reasonable and necessary to allow applicants to submit applications without completing that section.

Additionally, the City requires applicants to complete the work experience section of the official employment application because it provides standardized information in a consistent format that can be evaluated fairly and uniformly against the minimum qualifications for all applicants. Resumes are not accepted in lieu of completing the application because they vary significantly in format, content, organization, and level of detail, making consistent and equitable evaluation difficult. Additionally, attachments, including resumes, are not a required component of the City's application process, and not all applicants submit or possess a resume. Relying on optional attachments could create inconsistencies in the evaluation process and result in applicants being assessed based on different information. Requiring all applicants to document their qualifying experience within the designated application fields ensures that every applicant is evaluated using the same criteria and information, supporting a fair, transparent, and merit-based civil service selection process.

- V. Appellant Jurado stated in their appeal response that they were unable to save their work experience in the application. Employment Services contacted NeoGov, the organization that manages governmentjobs.com, to inquire if there were any reported outages or system errors during the time Appellant Jurado was completing their application. NeoGov Customer Support confirmed there was no record of any outages that would have prevented Appellant Jurado from entering and saving information in the Work Experience Section (Attachment 6).

Additionally, the job announcement (Attachment 2), provides contact information for both technical application support from governmentjobs.com and general support from Human Resources. Employment Services confirmed there is no record of Appellant Jurado reaching out to governmentjobs.com (Attachment 6) or Employment Services for support to complete their application during the time the job announcement was active from March 23, 2026 - April 06, 2026. The appellant submitted their application on March 24, 2026, which provided 13 days to contact Human Resources or GovernmentJobs.com for clarification and/or support regarding the work-experience section before the posting closed on April 6, 2026.

VI. While Appellant Jurado provided additional details in reference to their work experience within their appeal, this information could not be accepted or considered as it was received past the final filing deadline of April 6, 2026, in alignment with Civil Service Board Rule 4.2.

“Applicants for examinations must meet the qualification standards for the classification by the date set forth in the announcement. Any license requirements, however, shall be met at time of appointment.”

Applications are evaluated based on the information provided in the work experience section of the application submitted before the final filing deadline. This requirement is also outlined in the Selection Procedure and Supplemental Questions sections of the job announcement (Attachment 2).

VII. As there was no work experience listed on the application, Appellant Jurado failed to demonstrate they met the minimum qualifications for the classification.

Appellant Jurado will have the ability to re-apply in the future when the classification is recruited for again. Recruitments are conducted based on the operational needs of the department.

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

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

Policy Considerations: Civil Service Board Rule 4.3 Disqualification (a) Failure to meet any of the requirements or qualifications established for the examination, as published in the announcement. Appeals for disqualification shall be heard by the Board unless the Board requests and receives permission from the City Council to utilize the services of a hearing officer. (Civil Service Board Rule 4.11). When the Board hears the appeal itself, the Board may waive the formal rules of procedure in

the interest of justice in individual cases and may adopt its own findings, determinations, and decision for adoption and incorporation into the official Board minutes. (Civil Service Board Rules 4.11(c)(6) and (c)(7)).

Economic Impacts: Not applicable.

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

Sustainability: Not applicable.

Commission/Committee Action: None.

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

Financial Considerations: Not applicable.

Local Business Enterprise (LBE): Not applicable.



City of Sacramento Street Construction Laborer

SALARY	\$30.80 - \$43.34 Hourly \$2,464.13 - \$3,467.27 Biweekly \$5,338.94 - \$7,512.42 Monthly \$64,067.26 - \$90,149.06 Annually	LOCATION	Sacramento, CA
JOB TYPE	Full-Time Career	JOB NUMBER	003688-26-PW
DEPARTMENT	Public Works	DIVISION	Pavement Maintenance
OPENING DATE	03/23/2026	CLOSING DATE	4/6/2026 11:59 PM Pacific

THE POSITION

To perform heavy manual labor in the construction, maintenance and repair of City streets and other facilities, and to operate light trucks, three-axle trucks, and medium street construction and maintenance equipment.

SUPERVISION RECEIVED AND EXERCISED

General supervision is provided by a Street Maintenance Supervisor. Lead direction may be provided by a Street Construction Equipment Operator.

DISTINGUISHING CHARACTERISTICS

The Street Construction Laborer class is distinguished from Street Construction Equipment Operator by performance of heavy manual labor and the operation of light trucks, three-axle trucks, and medium street construction and maintenance equipment. The class of Street Construction Equipment Operator operates heavy street construction and maintenance equipment, and acts in a lead capacity.

ESSENTIAL DUTIES AND RESPONSIBILITIES

The following duties are typical for this classification. Incumbents may not perform all the listed duties and/or may be required to perform related duties as needed.

- Spread asphaltic road building material over road surface by shoveling, raking, and brushing material to correct thickness.
- Crackseal, patch, oil, and seal road surfaces.
- Use various hand tools such as shovel, pick, mattock, axe, and broom.
- Operate a jackhammer, other pneumatic tools, and various power tools.
- Repair and patch curbs, gutters, bridge decks, headwalls, sidewalks, and perform related concrete work.
- Check brakes, lights, tires, fuel, oil level, and auxiliary equipment as required, and make minor field repairs and adjustments.
- Clean, adjust, and service tools and equipment.

- Clean and sweep work areas.
- Set out and pick up barricades and warning signs.
- Serve as flagperson on street work projects.
- Sand bag various locations for flood protection.
- Assist the operator on the rock chip spreader and operate the patchmaster.
- Operate four to ten-yard dump trucks, water tank trucks, and a variety of street construction and maintenance equipment which may include front end loaders, spreaders, pavement rollers, tractors, and distributor trucks.
- Operate acetylene torch.
- Assist in training other employees.
- Perform related duties as assigned.

QUALIFICATIONS

Knowledge of:

- Methods, materials, and tools used in street construction, maintenance, and repair.
- The operation of dump trucks, water tank trucks, and medium equipment commonly used in street construction and maintenance.
- The maintenance and servicing requirements of gasoline and diesel-powered construction and maintenance equipment and trucks.
- The safe and legal operation of street construction, maintenance, and repair equipment, and safety precautions related to street construction and maintenance work.

Ability to:

- Safely and efficiently use hand and power tools, and operate a variety of medium street construction and maintenance equipment and trucks.
- Understand and carry out written and oral instructions.
- Perform heavy manual labor for extended periods of time under variable weather conditions.
- Work effectively with others.
- Read, write, and speak the English language at a level for satisfactory job performance.

Experience:

Two years of experience operating medium street construction and maintenance equipment and performing skilled heavy manual street construction, maintenance, and repair duties.

OR

Two years of experience comparable to a Street Construction Laborer Trainee with the City of Sacramento.

COMPARABLE CLASSIFICATION SPECIFICATION

To see the classification specification for the comparable classification of Street Construction Laborer Trainee, please click [here](#).

SPECIAL QUALIFICATIONS

Driver License:

Possession of a valid California Class B Driver License is required. Loss of the Class B License is cause for discipline. Individuals who do not meet this requirement due to physical disability will be reviewed on a case-by-case basis.

Possession of a valid California Class A Driver License, with appropriate endorsements, is required as a condition of continued employment within ninety (90) days after appointment.

Assessment:

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

Residency Requirement:

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

PROBATIONARY PERIOD:

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

THE SELECTION PROCEDURE

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

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

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

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

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

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

TEST EXEMPTION- If you have previously taken the Street Construction Laborer exam *within the past year of the final filing date of this posting*, you may be considered exempt from taking the Street Construction Laborer Exam.

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

5. Eligibility: Candidates who pass the performance test will be placed on an eligible list. The hiring department may contact those on the eligible list for an interview at any time during the life of the one-year list. Candidate's eligibility

expires year from the date of notification of a passing score for the Street Construction Laborer examination. Candidates can take the examination at any time to maintain eligibility.

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

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

QUESTIONS: For questions concerning this job announcement and the application process:

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

Employer

City of Sacramento

Address

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

Phone

(916) 808-5726

Website

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

Street Construction Laborer Supplemental Questionnaire

*QUESTION 1

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

☐ Yes

***QUESTION 2**

DRIVER'S LICENSE CONFIRMATION: I attest I possess or will possess a valid California Class B Driver's License by the time of appointment if I am selected for this position.

- ☐ Yes
- ☐ No

***QUESTION 3**

TEST EXEMPTION: I understand that I must have passed the examination for Street Construction Laborer within the past year of the final filing date, to be exempt from re-taking the examination.

- ☐ Yes

***QUESTION 4**

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

- ☐ Yes

***QUESTION 5**

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

- ☐ Yes

***QUESTION 6**

At the time of application, I possess:

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

***QUESTION 7**

At the time of application, I have taken:

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

***QUESTION 8**

At the time of application, I possess:

- ☐ No relevant experience

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

***QUESTION 9**

At the time of application, I possess:

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

* Required Question

EMPLOYMENT APPLICATION



CITY OF SACRAMENTO
 915 I Street, Historic City Hall
 Sacramento, California, 95814-2604
 (916) 808 5726
<http://portal.cityofsacramento.org/HR>

Jurado, Miguel Angel Person ID:
66776895
003688-26-PW STREET
CONSTRUCTION LABORER

Received: 3/24/26, 3:14 PM

For Official Use Only:

QUAL: _____

DNQ: _____

☐ Experience

☐ Training

☐ Other: _____

PERSONAL INFORMATION

POSITION TITLE: STREET CONSTRUCTION LABORER		EXAM ID#: 003688-26-PW
NAME: (Last, First, Middle) Jurado, Miguel Angel		SOCIAL SECURITY NUMBER: XXX XX
ADDRESS: (Street, City, State/Province, Zip/Postal Code) [REDACTED]		EMAIL ADDRESS: [REDACTED]
HOME PHONE: [REDACTED]		NOTIFICATION PREFERENCE: Email
DRIVER'S LICENSE: ☐ Yes ☐ No	DRIVER'S LICENSE: State: CA Number: [REDACTED]	LEGAL RIGHT TO WORK IN THE UNITED STATES? ☐ Yes ☐ No
What is your highest level of education? Bachelor's Degree		

PREFERENCES

WHAT TYPE OF JOB ARE YOU LOOKING FOR? Regular
TYPES OF WORK YOU WILL ACCEPT: Full Time
SHIFTS YOU WILL ACCEPT: Day, Night, Weekends, On Call (as needed)

EDUCATION

DATES:	SCHOOL NAME: University of Nevada Reno	
LOCATION:(City, State) undefined, undefined	DID YOU GRADUATE? ☐ Yes ☐ No	DEGREE RECEIVED: Bachelor's
MAJOR: Business management	UNITS COMPLETED: - Quarter	

WORK EXPERIENCE

Nothing Entered For This Section

CERTIFICATES AND LICENSES

TYPE: Class A	
LICENSE NUMBER: [REDACTED]	ISSUING AGENCY:

SKILLS

Nothing Entered For This Section

ADDITIONAL INFORMATION

Nothing Entered For This Section

REFERENCES

REFERENCE TYPE: Professional	NAME: [REDACTED]	POSITION: Foreman
ADDRESS: (Street, City, State, Zip/Postal Code)		
EMAIL ADDRESS:		PHONE NUMBER: [REDACTED]
REFERENCE TYPE: Professional	NAME: [REDACTED]	POSITION: Superintendent
ADDRESS: (Street, City, State, Zip/Postal Code)		
EMAIL ADDRESS:		PHONE NUMBER: [REDACTED]
REFERENCE TYPE: Professional	NAME: [REDACTED]	POSITION: HVAC Tech
ADDRESS: (Street, City, State, Zip/Postal Code)		
EMAIL ADDRESS:		PHONE NUMBER: [REDACTED]

Agency-Wide Questions

1. **Are you currently employed by the City of Sacramento? (Please Note: City employees are still required to indicate job-related experience, including their city job-related experience in the "Work Experience" section of this application.)**
Yes
2. **If 'No' to Question #1, have you ever been employed by the City of Sacramento?**
NO
3. **If 'Yes' to Question #2, state which department(s) and date(s) you left. If 'No' or you are currently employed with the City, please enter N/A.**
N/A
4. **Do you have a high school diploma or equivalent?**
Yes
5. **Please tell us how you heard about this job opening:**
Other
6. **If you selected "other," please specify how you heard about this job. This can include community organization, event, professional organization, social medial or website, or any option not listed in the question above. Be specific. If you did not select "other," write N/A.**
My manager
7. **I understand that if the position for which I am applying requires proof of Education, Certification, and/or License I must provide documented proof at the time of appointment.**
Yes
8. **I understand that I must list current and/or past job-related experience in the duties area of the "Work Experience" section of the employment application. The experience I list will be used to determine if I meet the minimum qualifications as stated on the job announcement. Applications that do not list current and/or past job related experience will be considered incomplete and will be rejected; omitted information cannot be considered or assumed. A resume, responses to the supplemental questions, or employment history listed elsewhere in the application or attachments will not substitute for the information required in the "Work Experience" section of the employment application. Note: Qualifying experience is based on full-time experience (40 hours per week). Qualifying experience is calculated to the full time equivalent (pro rated if less than 40 hours/week). Internships and/or volunteer experience, whether paid or unpaid, will be counted as qualifying experience, but must be listed in the Work Experience section of the employment application.**
Yes
9. **I certify that all statements in this application are true and complete. I agree and understand that any misstatements or omissions of materials facts herein will cause forfeiture on my part of all rights to employment by the City of Sacramento. I understand that if I do not meet the announced requirements, I will be eliminated from the examination. I hereby authorize the City to verify the accuracy of the information I have provided on this application.**
Yes
10. **I authorize any duly accredited representative of the City of Sacramento to obtain copies of all records relating to my driver's license from the California Department of Motor Vehicles and from any other state in which I have been licensed to drive.**
Yes
11. **I authorize any duly accredited representative of the City of Sacramento to obtain any information relating to my activities from prior and current employers and others. This information may include, but not be limited to, achievement, performance, attendance, personal history, and disciplinary information. I direct prior and current employers to release such information upon request to the duly accredited representative of the City of Sacramento regardless of any agreement I may have had with you previously to the contrary. I release any**

individual, including records custodians, from all liability for damages that may result to me on account of compliance or any attempts to comply with this authorization.

Yes

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

Yes

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

Yes

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

Yes

- 15. I attest the name(s) listed on the attached document(s) and/or Educational/Certification/Licensure documentation I am required to provide at the time of appointment the are the same person as listed on this application.**

Yes

- 16. Are you in a familial, cohabitant, or amorous relationship with any current employee of the City of Sacramento? Examples of these relationships include: spouse, domestic partner, parent, child, sibling, uncle, aunt, nephew, niece, first cousin, grandparent, great grandparent, grandchild, or great grandchild. Relations may be by blood, marriage, adoption, or domestic partnership, including in-law, step- and half-relationships. (If yes, please answer the next question)**

NO

- 17. Please list name of relative, relationship and department that your relative works in. (If not applicable, please type N/A)**

N/A

- 18. The City of Sacramento is committed to a fair and equitable recruitment process. As part of our efforts to maintain consistency and transparency, please acknowledge that you understand the City does not provide individualized feedback to candidates regarding the interview or selection process.**

Yes, I understand the City of Sacramento does not provide feedback to candidates regarding the interview or selection process.

- 19. California Senate Bill 1100 (SB1100) may impact the driver's license requirements for future job opportunities within our organization. I acknowledge and understand that if I am appointed to future opportunities within the City, the driver's license requirements may differ from the current position I am applying to and that I will be required to meet those specific requirements at the time of appointment.**

Yes

- 20. I understand the attachment(s) submitted with my application do not automatically qualify me for an incentive or allowance. Furthermore, I understand I must submit the required supporting document(s) directly to my respective department personnel, who will review my eligibility and initiate an incentive or allowance pursuant to the applicable Labor Agreement or Unrepresented Resolution. Incentive and allowance eligibility requirements can be found in the respective Labor Agreement or Unrepresented Resolution posted on the City of Sacramento's website; please copy and paste the following URL into your browser:
<https://www.cityofsacramento.gov/HR/labor-agreements>**

Yes

Job Specific Supplemental Questions

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

Yes

- 2. DRIVER'S LICENSE CONFIRMATION: I attest I possess or will possess a valid California Class B Driver's License by the time of appointment if I am selected for this position.**

Yes

- 3. TEST EXEMPTION: I understand that I must have passed the examination for Street Construction Laborer within the past year of the final filing date, to be exempt from re-taking the examination.**

Yes

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

Yes

- 5. SUPPLEMENTAL QUESTIONNAIRE: The answers to the questions below will be reviewed by the hiring department along with the information provided in your employment application. Therefore, your answers must be consistent with your employment application information (especially in the "Education" and "Work Experience" sections), must be unambiguous, and must contain sufficient but concise detail and organization. A resume will not be accepted in lieu of completing this Supplemental Questionnaire. Lack of clarity, incomplete or inconsistent**

information, and/or disorganized presentation may negatively affect the hiring department's review of your Supplemental Questionnaire. I understand and agree to the above instructions.

Yes

6. At the time of application, I possess:

A Bachelor's Degree

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

Four (4) or more relevant, formal training courses or programs

8. At the time of application, I possess:

An additional two (2) or more years of relevant experience as required by this job posting

9. At the time of application, I possess:

No supervisory experience

The following terms were accepted by the applicant upon submitting the online application:

I CERTIFY that all statements in this application are true and complete. I agree and understand that any misstatements or omissions of material facts herein will cause forfeiture on my part of all rights to employment by the City of Sacramento. I understand that if I do not meet the announced requirements, I will be eliminated from the examination process, and that applications must be received by the City Employment Office at Historic City Hall, 915 I Street, Plaza Level, Sacramento, CA 95814, by 11:59 p.m. on the final filing date specified on the Job Announcement. I hereby authorize the City to verify the accuracy of the information I have provided on this application. I understand that applications that do not list related job experience in the "Work Experience" section will be considered incomplete and will be rejected.

AUTHORIZATION TO RELEASE EMPLOYMENT RECORDS AND OTHER INFORMATION

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

This application was submitted by Miguel Angel Jurado on 3/24/26, 3:14 PM



Miguel Jurado
[REDACTED]
[REDACTED]

May 22, 2026

Dear Miguel Jurado:

Your application for Street Construction Laborer, 003688-26-PW, has been received. Although your qualifications were carefully reviewed, your application did not pass the stated qualifications under "Experience and Education" portion of the job announcement.

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

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

APPEAL PROCESS FOR CIVIL SERVICE EXAMINATIONS

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

- (1) Erroneous interpretation of application of qualification standards prescribed for classification: or
- (2) Improper procedure in the administration of the test: or

(3) Discrimination based on race, color, religion, national origin, political beliefs, sex, physical handicap, marital status, pregnancy, age, or sexual orientation.

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

Sincerely,

Brenda Almanza
City of Sacramento
Human Resources Department

Follow us on social media

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

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

Instagram: https://www.instagram.com/thecityofsac_hr/?hl=en

Stay informed about City career opportunities

Review Applicant Resources:

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

Sign up for job interest cards:

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

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

From: [Employment](#)
To: [Miguel A Jurado](#)
Subject: RE: Application Denial Appeal
Date: Tuesday, May 26, 2026 3:36:00 PM
Attachments: [image001.png](#)
[image003.png](#)

Hello,

We are in receipt of your appeal request regarding the Street Construction Laborer recruitment.

To clarify, the rule cited in your appeal request, “(2) improper procedures in the administration of the application,” was cited incorrectly. The applicable rule is “(2) Improper procedure in the administration of the test,” which does not apply in this situation. As a result, we are unable to accept the appeal under that rule. However, we can accept the appeal under rule “(1) Erroneous interpretation or application of qualification standards prescribed for the classification.”

For additional context, I would also like to provide clarification regarding the Work Experience section of the application process. Within the Supplemental Questions section of the application, applicants were provided the following notification, which required acknowledgment prior to submission:

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

Yes

Additionally, the job announcement for Street Construction Laborer included the following information within the Selection Procedures section:

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

- Employment applications must be submitted online; paper applications will not be accepted.
- Employment applications will be considered incomplete and will be disqualified:
 - If applicants do not list current and past job-related experience in the duties area of the "Work Experience" section. **Note: Qualifying experience is based on full-time experience (40 hours per week). Qualifying experience is calculated to the full-time equivalent (pro-rated if less than 40 hours/week).**
 - If "see resume" is noted in the "Work Experience" section; a resume will not substitute for the information required in the "Work Experience" section.

This email is to confirm we are in receipt of your appeal. Your appeal will be presented to the Civil Service Board at the August meeting, scheduled for August 17, 2026. You will receive additional meeting details closer to the meeting date from Human Resources Administration. Please be aware, written appeals are heard by the Civil Service Board in a public meeting and on the public record. Written appeals, application materials, and correspondence will be posted publicly online as part of the meeting agenda.

Best,

Alexandra Lopez

Employment Services Division

City of Sacramento | Human Resources

Historic City Hall

915 I Street, Plaza Level | Sacramento, CA 95814

(916) 808-5726 | employment@cityofsacramento.org

Workforce Equity Goal: To Reflect the City to Better Serve the City
Have you viewed the City's [Racial and Gender Equity Action Plan](#)?

Connect with us:  [Facebook](#)  [Instagram](#)  [LinkedIn](#)

E-mail correspondence with the City of Sacramento, and attachments, if any, may be subject to the California Public Records Act, and as such may be subject to public disclosure unless otherwise exempt under the Act.

From: Miguel A Jurado [REDACTED]

Sent: Friday, May 22, 2026 12:51 PM

To: Employment <Employment@cityofsacramento.org>

Cc: Brenda Almanza <balmanza@cityofsacramento.org>; Ebony Heaven <EHeaven@cityofsacramento.org>

Subject: Application Denial Appeal

To whom this may concern,

My name is Miguel Jurado, I am writing to you today in regards to my street construction laborer application (003688-26-PW) being denied. In the application under 'Work Experience' I wrote out my prior experience several times; however, each time it would for one reason or another not save and be deleted from the application. The application provided an option to leave my resume, so to prevent me from not applying I opted to attach my resume for review. Had the application stated that it was mandatory to fill out the 'Work Experience' section, I would have sought out IT support. Given the technical issues of the only site to apply for this position and the lack of clear direction for submitting the application, I am appealing on the grounds of (2) improper procedures in the administration of the application. Furthermore, I would like to appeal on the grounds of (1) erroneous interpretation of application of qualification standards, given the application failed to state that the only form of providing my experience was through the 'Work Experience' portion.

I have worked for the City close to two years now and have done everything to promote to the laborer position. I have attached my resume for your review and I hope my application can be reconsidered for this position.

Thank you for taking my appeal under consideration and I look forward to hearing back.

Sincerely,

Miguel Jurado

From: customersupport@neogov.net
To: [Alexandra Lopez](#)
Subject: Assistance in regards to your case 01361806
Date: Tuesday, July 7, 2026 10:02:16 AM



Dear Alexandra Lopez,

I wanted to send over a quick note to summarize what we just discussed so you have it in writing for your records.

Regarding the candidate who mentioned they couldn't save their information on March 24th due to a suspected system outage:

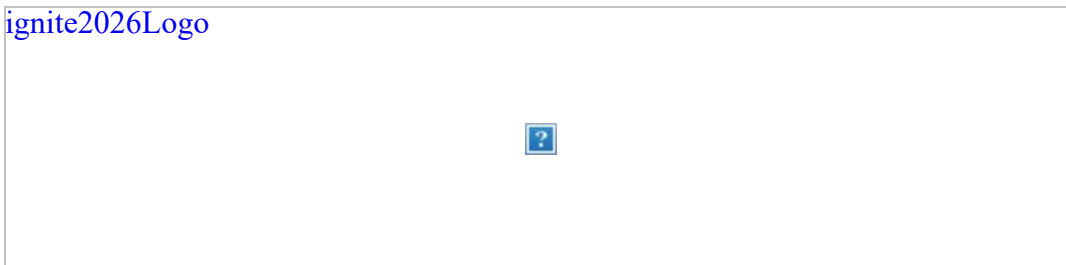
I double-checked everything on our end, and our system logs show that **gjobs** was running smoothly all day with no downtime. In fact, everyone else who applied that day was able to input and save their details without any issues. The reason this specific application didn't move forward is actually because it was submitted with no work experience filled out at all.

Since the platform was fully functional, it looks like this was an isolated user error, rather than a system-wide outage.

Best Regards,
Katy Salata
Customer Support

thread::SULKlxvUeDKIG5zpjH6gGSc::

[ignite2026Logo](#)



SUPPORT TEAM

Monday - Friday: 5AM - 5PM PST

HRIS: 877-204-4442, Option 2,2 (hriscustomersupport@neogov.net)

NEOGOV, NEOED: 877-204-4442, Option 2,1 (customersupport@neogov.net)

PowerDMS by NEOGOV: 888-959-5158, (support@powerdms.com)

Miller Mendel, by NEOGOV: 206-330-2094 (support@millermendel.com)

We Serve the People Who Serve the People

NEOGOV Corporate Office • 2120 Park Place, Ste. 100, El Segundo, CA 90245, USA



From: customersupport@neogov.net
To: [Alexandra Lopez](#)
Subject: Confirming Application
Date: Friday, July 17, 2026 2:55:23 PM

The applicant did not contact NEOGOV customer support with neither the phone number or email that they have tied to their account. It is possible they used a different phone number or email but as far as we can investigate we do not see any contact history with Miguel Jurado.



thread::Y7VSeA6VdgGiCBMZ8qAdPic::