



**TOHONO O'ODHAM NATION  
TRIBAL EMPLOYMENT RIGHTS OFFICE**  
P.O. Box 40 Sells, Arizona 85634  
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## **Attention Tohono O'odham TERO Clients Job Opportunities**

- 1-Earthwork Universal Operator I: \$25.30 Rate+ \$7.48 Fringe= \$32.78 Total
- 5-Earthwork Universal Operators II: \$24.00 Rate+ \$7.48 Fringe= \$31.48 Total
- 1-Earthwork Laborer \$14.64 Rate+ \$4.70 Fringe= \$19.34 Total
- 3-Underground Site Utilities Universal Operator II \$22.50 Rate+ \$7.48 Fringe= \$29.98 Total
- 1-Underground Lead Pipelayer \$19.19 Rate+ \$7.48 Fringe= \$26.67 Total
- 3-Underground Utility Pipelayer/Rigger \$16.19 Rate+ \$7.48 Fringe= \$23.67 Total
- 1-Underground Utility Laborer \$14.64 Rate+ \$4.70 Fringe= \$19.34 Total
- 3-Concrete Carpenter \$21.10 Rate+ \$5.17 Fringe= \$26.27 Total
- 1-Concrete Finisher \$17.75 Rate+ \$6.01 Fringe= \$23.76 Total
- 3-Vacuum Truck CDL Driver \$19.97 Rate+ \$4.70 Fringe= \$24.67 Total

### **Pre-Employment Drug Screening Requirement**

Start Date: ASAP    Schedule M-F    Start Time: 5:30AM-1:30PM  
(All are Subject to change)

Duration: 6 Months (Subject to change)

**\*\*please note schedules vary for all positions listed\*\***

Contractor: Ricor, Inc.

Project Location: Desert Diamond Casino  
9431 West Northern Ave.  
Glendale, Arizona 85305

**CLOSING DATE: FRIDAY, AUGUST 29, 2025 @ 9:00AM**

**INTERVIEW DATE: FRIDAY, AUGUST 29, 2025 @11:00 AM**

Interviews will be conducted via Telephone



## **ATTACHMENT H – CLASSIFICATIONS**

For the Far West Casino project, Ricor, Inc. has established the following Universal Job Classifications:

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### **Earthwork Universal Operator I**

Universal heavy equipment operator needed for the Desert Diamond West Valley Casino Connector Road Project (Northern Ave and Loop-101). Ricor, Inc. is a drug free working environment and applicants will have to pass pre-employment, random and post-accident drug testing. All applicants must have reliable transportation to and from the project, be capable of and willing to work 50-60+ hours per week including nights and weekends. Applicants for the Universal Operator II position must have the ability to operate all equipment listed in the classification below safely and with skill and expertise:

#### **Earthwork Universal Operator I – can efficiently operate the following equipment:**

MOTOR GRADER - Cat 160, 140, 120 - all with laser capabilities

SCRAPER - Cat 637, 623, 613

LOADER - Cat 980, 966, 950, 938, 928

DOZER - Cat D9, D8, D7, D6, D5

WATERPULL - Cat 10K, 8K, 5K

DISC TRACTORS - Case 9370

GRADE TRACTORS - Cat 414, JD 210

BACKHOE - Cat 416, 426, 246

TRACK HOE - Cat 365, 349, 345, 330, 325, 320

WATER TRUCKS - All sizes

Each applicant will be evaluated using a number of criteria, including past experience, verified experience from past employers, pre-employment equipment operation evaluation (at the project site) by the Ricor, Inc. General Superintendent and Site Superintendent. If hired, the new employee will be under a 7-day probationary period to allow for post-employment equipment operation evaluation and may be released if expectations are not met. Ricor, Inc. is compliant with all Local, State and Federal hiring practices including the use of the E-Verify system. No Per Diem is available for this position.

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## Earthwork Universal Operator II

Universal heavy equipment operator needed for needed for the Desert Diamond West Valley Casino Connector Road Project (Northern Ave and Loop-101). Ricor, Inc. is a drug free working environment and applicants will have to pass pre-employment, random and post-accident drug testing. All applicants must have reliable transportation to and from the project, be capable of and willing to work 50-60+ hours per week including nights and weekends. Applicants for the Universal Operator II position must have the ability to operate all equipment listed in the classification below safely and with skill and expertise:

**Earthwork Universal Operator II – can efficiently operate the following equipment:**

SCRAPER - Cat 637, 623, 613

LOADER - Cat 980, 966, 950, 938, 928

WATERPULL - Cat 10K, 8K, 5K

DISC TRACTORS - Case 9370

GRADE TRACTORS - Cat 414, JD 210

WATER TRUCKS - All sizes

Each applicant will be evaluated using a number of criteria, including past experience, verified experience from past employers, pre-employment equipment operation evaluation (at the project site) by the Ricor, Inc. General Superintendent and Site Superintendent. If hired, the new employee will be under a 7-day probationary period to allow for post-employment equipment operation evaluation and may be released if expectations are not met. Ricor, Inc. is compliant with all Local, State and Federal hiring practices including the use of the E-Verify system. No Per Diem is available for this position.

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## **Underground Site Utilities - Universal Operator II**

Universal heavy equipment operator needed for the Desert Diamond West Valley Casino Connector Road Project (Northern Ave and Loop-101). Ricor, Inc. is a drug free working environment and applicants will have to pass pre-employment, random and post-accident drug testing. All applicants must, have reliable transportation to and from the project, be capable of and willing to work 50-60+ hours per week including nights and weekends. Applicants for the Universal Operator II position must have the ability to operate all equipment listed in the classification below safely and with skill and expertise:

### **Universal Operator Group 2**

LOADER – CAT 980, 966, 950, 938, 928

BACKHOE – CAT 416, 426, 436

TRACKHOE – CAT 365, 349, 345, 330, 325, 320

SHEEPSFOOT COMPACTORS – all sizes

### **Trackhoe/backhoe operators must have the following experience:**

Excavating and backfilling trenches of all depths including deep excavations. (20 feet plus) Lifting and setting pipe of various sizes into trench boxes for all depths including deep excavations. (20 feet plus) Placing bedding material into trench boxes for all depths including deep excavations. (20 feet plus) Properly bench and/or slope excavations per the OSHA Excavation Standard Process backfill materials to proper moisture conditions. Properly switch between “Quik” attachments in a timely manner.

### **Loader operators must have the following experience:**

Backfilling trenches of all depths including deep excavations. (20 feet plus) Lifting and setting pipe of various sizes into trench boxes for all depths including deep excavations. (20 feet plus) Placing bedding material into trench boxes for all depths including deep excavations. (20 feet plus) Process backfill materials to proper moisture conditions. Properly switch between “Quik” attachments in a timely manner.

Each applicant will be evaluated using a number of criteria, including past experience, verified experience from past employers, pre-employment equipment operation evaluation (at the project site) by the Ricor, Inc. General Superintendent and Site Superintendent. If hired, the new employee will be under a 7-day probationary period to allow for post-employment equipment operation evaluation and may be released if expectations are not met.

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## Underground Utility Lead Pipelayer/Rigger

Underground Utility Pipelayers/Riggers needed for the Desert Diamond West Valley Casino Connector Road Project (Northern Ave and Loop-101). Ricor, Inc. is a drug free working environment and applicants will have to pass pre-employment, random and post-accident drug testing. All applicants must have reliable transportation to and from the project and be capable of and willing to work 50-60+ hours per week including nights and weekends.

**Applicants for the Underground Utility Lead Pipelayer/Rigger position must have the ability to operate all equipment listed below safely with skill and expertise:**

LOADER – CAT 980, 966, 950, 938, 928

BACKHOE – CAT 416, 426, 436

TRACKHOE – CAT 365, 349, 345, 330, 325, 320

SHEEPSFOOT COMPACTORS – all sizes

**Applicants for the Underground Utility Lead Pipelayer/Rigger position must have the ability to carry out all tasks listed below safely with skill and expertise:**

- the ability to lead and give instruction to the pipe laying crew
- the ability setup and operate a pipe laser type Spectra DG711 or similar
- the ability setup and operate an above ground construction level instrument
- the knowledge and understanding of construction staking typical for utility installation
- the knowledge of sewer, water and storm drain pipe installation means and methods
- the knowledge of and experience with heavy trench box, shoring and excavation requirements in order to comply with the OSHA Excavation standard
- the knowledge and experience to determine to determine pipe slopes given two or more fixed points
- a proven ability to properly and safely rig and handle large diameter pipe to be set by the necessary machine
- a proven ability to properly and safely handle and unrig pipe sent to them in the trench
- the knowledge and experience to properly grade pipe bedding
- the knowledge of mechanical, restrained, and non-mechanical joints and the proper installation of the following pipe materials: C900 PVC, DIP, HDPE, RGRCP
- experience working safely and efficiently at depths over 20ft
- ability to visually determine soil characteristics to practice safe trenching/benching practices

Each applicant will be evaluated using a number of criteria, including past experience, verified experience from past employers, pre-employment task evaluation (at the project site) by the Ricor, Inc. General Superintendent and Site Superintendent. If hired, the new employee will be under a 7-day probationary period to allow for post-employment task evaluation and may be released if expectations are not met. Ricor, Inc. is compliant with all Local, State and Federal hiring practices including the use of the E-Verify system.

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## Underground Utility Pipelayer/Rigger

Underground Utility Pipelayers/Riggers needed for the Desert Diamond West Valley Casino Connector Road Project (Northern Ave and Loop-101). Ricor, Inc. is drug-free working environment and applicants will have to pass pre-employment, random and post-accident drug testing. All applicants must have reliable transportation to and from the project and be capable of and willing to work 50-60+ hours per week including nights and weekends.

**Applicants for the Utility Pipelayer/Rigger position must have the ability to operate all equipment listed in the classification below safely and with skill and expertise:**

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LOADER – CAT 980, 966, 950, 938, 928

BACKHOE – CAT 416, 426, 436

TRACKHOE – CAT 365, 349, 345, 330, 325, 320

SHEEPSFOOT COMPACTORS – all sizes

**Underground Utility Pipelayers/Riggers must have the following experience:**

- Properly rig and handle pipe to be set by the necessary machine
- Properly handle and unrig pipe sent to them in the trench
- Properly grade pipe bedding
- the knowledge of mechanical joints and their proper installation
- the knowledge of and experience with heavy trench box, shoring and excavation requirements in order to comply with the OSHA Excavation standard
- experience working safely and efficiently at depths of over 20ft

Each applicant will be evaluated using a number of criteria, including past experience, verified experience from past employers, pre-employment task evaluation (at the project site) by the Ricor, Inc. General Superintendent and Site Superintendent. If hired, the new employee will be under a 7-day probationary period to allow for post-employment task evaluation and may be released if expectations are not met. Ricor, Inc. is compliant with all Local, State and Federal hiring practices including the use of the E-Verify system.

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## Concrete Carpenter

Concrete Carpenter needed for the Desert Diamond West Valley Casino Connector Road Project (Northern Ave and Loop-101). Ricor, Inc. is a drug free working environment and applicants will have to pass pre-employment, random and post-accident drug testing. All applicants must have reliable transportation to and from the project, be capable of and willing to work 50-60+ hours per week including nights and weekends. No per diem is available for this position.

**Concrete Carpenter shall be skilled and responsible for various tasks associated with framing, prepping, pouring, placing, and finishing concrete structures. Primary duties will include:**

- Reading and understanding drawings and sketches
- Accurately measure, cut, and shape boards, plywood, and other materials
- Tie rebar and set string line for setting concrete forms
- Set, brace, and align forms in place for site concrete structures such as curb, gutter, catch basins, valley gutters, spillways, and sidewalk
- Directing and working with laborers
- Verifying the accuracy of structures using various tools
- Dismantle, stack, and sort concrete formwork

**Required Qualifications:**

- Proven minimum of 3 years experience in concrete carpentry and formwork assembly.
- Experience in commercial and/or residential site work, curb and gutter, catch basins, or similar site/civil structures.
- Proficiency in using carpentry such as hammers, levels, squares, plumb bobs, screwdrivers, adjustable wrenches, hand and power saws, drill motors and pry bars, electric and pneumatic tools.
- Ability to interpret blueprints, sketches, and building plans to ensure precise and high-quality work.
- Basic physical strength to handle hand tools and lift up to 50 pounds
- Ability to acclimate to high temperature working conditions and high jobsite noise levels.
- Familiarity with OSHA standards. OSHA 10 certification preferred.
- Commitment to adhere to all safety policies and to properly use personal protective equipment (PPE)
- Knowledge of construction specifications, materials, and tools related to concrete.

Each applicant will be evaluated using a number of criteria, including past experience, verified experience from past employers, pre-employment task evaluation (at the project site) by the Ricor, Inc. General Superintendent and Site Superintendent. If hired, the new employee will be under a 7-day probationary period to allow for post-employment task evaluation and may be released if expectations are not met. Ricor, Inc. is compliant with all Local, State and Federal hiring practices including the use of the E-Verify system.

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## Concrete Finisher

Concrete Finisher needed for the Desert Diamond West Valley Casino Connector Road Project (Northern Ave and Loop-101). Ricor, Inc. is a drug free working environment and applicants will have to pass pre-employment, random and post-accident drug testing. All applicants must have reliable transportation to and from the project, be capable of and willing to work 50-60+ hours per week including nights and weekends. No per diem is available for this position. Applicant must possess recent and relevant construction site experience, be competent in required skills, and be capable of learning and applying new skills with minimal supervision.

**Concrete Finisher will be responsible for performing various tasks related to concrete finishing, ensuring smooth and level surfaces. Key duties include:**

- Positioning and directing concrete delivery trucks.
- Directing concrete into forms via concrete truck chute or pump
- Placing and leveling concrete into forms to specified depth and workable consistency using hand-held screed and floats
- Directing and working with laborers
- Smoothing and shaping surfaces of freshly poured concrete using straightedge and float.
- Finishing concrete surface to specified finish using broom, aggregates, etc.
- Removing rough or defective spots from concrete surfaces using power grinder or chisel and hammer and patching holes with fresh concrete or epoxy compound.
- Tooling expansion joints and edges using edging tools, jointers, and straightedge.
- Occasionally mixing concrete using concrete mixing machine and hand tools.

**Required Qualifications:**

- At least 3 years of experience in concrete finishing.
- Experience in commercial and/or residential site work, curb & gutter, catch basins, site/civil structure.
- Proficiency in using hand and power tools for concrete placing and finishing work.
- Knowledge of building forms, expansion joints, and repairing damaged areas.
- Experience applying hardening and sealing compounds to produce prescribed finishes.
- Capability to operate power vibrator and concrete-mixing machine.
- Basic physical strength to handle hand tools and lift up to 50 pounds
- Ability to acclimate to high temperature working conditions and high jobsite noise levels.
- Familiarity with OSHA standards. OSHA 10 certification preferred.
- Commitment to adhere to all safety policies and to properly use personal protective equipment (PPE)
- Basic knowledge of construction specifications, materials, and tools related to concrete finishing.
- Proficiency in reading tape measures and accurately judging distances and slopes.

Each applicant will be evaluated using a number of criteria, including past experience, verified experience from past employers, pre-employment task evaluation (at the project site) by the Ricor, Inc. General Superintendent and Site Superintendent. If hired, the new employee will be under a 7-day probationary period to allow for post-employment task evaluation and may be released if expectations are not met. Ricor, Inc. is compliant with all Local, State and Federal hiring practices including the use of the E-Verify system.





## **Vacuum Truck Driver-Operator (CDL)**

CDL Vacuum Truck Driver-Operator needed for the Desert Diamond West Valley Casino Connector Road Project (Northern Ave and Loop-101). Ricor, Inc. is a drug free working environment and applicants will have to pass pre-employment, random and post-accident drug testing. All applicants must have reliable transportation to and from the project, be capable of and willing to work 50-60+ hours per week including nights and weekends. No per diem is available for this position.

### **Vacuum Truck Driver-Operator will be responsible for:**

- Valid Class A Commercial Driver License with Tank Endorsement
- Safe driving history and good Arizona Motor Vehicle Record (or State MVR recognized by AZDOT).
- Compliance with Arizona Department of Transportation Medical Review Program and Federal Regulation 49 CFR 391.41 Physical Qualifications for Drivers and CFR 391.43.

### **Required Qualifications:**

- At least 3 years of experience on a commercial vacuum truck/soft dig crew.
- Proficiency in using hand and power tools related to soft-dig/ utility location tasks.
- Basic physical strength to handle hand tools and lift up to 50 pounds
- Ability to acclimate to high temperature working conditions and high jobsite noise levels.
- Proficiency with OSHA standards and PPE requirements for soft-dig/ utility location tasks. OSHA 10 certification preferred.
- Commitment to adhere to all safety policies and to properly use personal protective equipment (PPE)
- Basic knowledge of construction documents, specifications, materials, utility markings & survey staking to safely, effectively, and efficiently perform soft-dig/ utility location tasks.

Each applicant will be evaluated using a number of criteria, including past experience, verified experience from past employers, pre-employment task evaluation (at the project site) by the Ricor, Inc. General Superintendent and Site Superintendent. If hired, the new employee will be under a 7-day probationary period to allow for post-employment task evaluation and may be released if expectations are not met. Ricor, Inc. is compliant with all Local, State and Federal hiring practices including the use of the E-Verify system.

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## Laborer

Laborer needed for the Desert Diamond West Valley Casino Connector Road Project (Northern Ave and Loop-101). Ricor, Inc. is a drug free working environment and applicants will have to pass pre-employment, random and post-accident drug testing. All applicants must be immediately available, have reliable transportation to and from the project, and be capable of and willing to work 50-60+ hours per week including nights and weekends. No per diem is available for this position.

Laborer shall be physically capable of performing described work outdoors for extended periods of time, Previous labor experience on a commercial jobsite is a plus.

Site labor may include shoveling, digging, handpicking, lifting, jackhammer, sledgehammer, raking, light demolition, material handling/rigging, flagging, clean-up, and other misc general labor.

### **Required Qualifications:**

- Basic physical strength to handle hand tools and lift up to 50 pounds
- Ability to acclimate to high temperature working conditions and high jobsite noise levels.
- General familiarity with basic OSHA standards and willingness to learn more specific requirements.
- Commitment to adhere to all safety policies and to properly use personal protective equipment (PPE).
- Maturity level appropriate for a professional workplace.

Each applicant will be evaluated using a number of criteria, including any past experience and/or verified experience from past employers. If hired, the new employee will be under a 7-day probationary period to allow for post-employment task evaluation and may be released if expectations are not met. Ricor, Inc. is compliant with all Local, State and Federal hiring practices including the use of the E-Verify system.

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## ATTACHMENT G - RICOR, INC. APPLICATION



License Numbers  
A-General – 070794-001  
B-4 – 45525-009

### INITIAL APPLICATION FOR EMPLOYMENT

Date: \_\_\_\_\_

**Ricor, Inc. is compliant with all Local, State and Federal hiring practices including the use of the E-Verify system.**

### TYPE OF EMPLOYMENT

Superintendent \_\_\_\_\_ Foreman \_\_\_\_\_ Operator \_\_\_\_\_  
Mechanic / Shop \_\_\_\_\_ Laborer / Pipelayer \_\_\_\_\_ Other \_\_\_\_\_

### PERSONAL INFORMATION

Name: \_\_\_\_\_

Address: \_\_\_\_\_

Telephone Number(s): \_\_\_\_\_

Are you a current Arizona resident? YES ( ) NO ( )

Do you have a current drivers license? YES ( ) NO ( )

If so, from what state? \_\_\_\_\_

Do you have a dependable means of transportation to work? YES ( ) NO ( )

Do you currently have an alcohol or substance abuse problem? YES ( ) NO ( )

Do you agree to undergo a pre-hire substance abuse screening? YES ( ) NO ( )

Do you currently have any physical or medical problem that might impair your ability to perform the tasks commonly associated with this type of occupation? YES ( ) NO ( )

Are you willing to undergo a task specific, confidential physical if offered an employment opportunity? YES ( ) NO ( )

Previous Employers	Start	Finish	Job Duties



License Numbers  
A-General – 070794-001  
B-4 – 45525-009

What is your desired minimum hourly wage? \_\_\_\_\_

List heavy equipment/machinery that you can operate with a **HIGH** skill level: \_\_\_\_\_

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List heavy equipment/machinery that you can operate with a **MODERATE** skill level: \_\_\_\_\_

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References	Company / Occupation	Phone	Relation

Brief Educational Background: \_\_\_\_\_

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Additional Comments: \_\_\_\_\_

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**Failure to provide accurate and truthful information on this employment application may result in your being deemed ineligible for employment at Ricor, Inc. and/or terminated if inaccuracies are discovered after acceptance of employment.**

Signature: \_\_\_\_\_

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OFFICE USE ONLY – COMMENTS: \_\_\_\_\_

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