



Northern California Electrical Construction Industry
Labor Management Cooperative Trust
JOB ANNOUNCEMENT
PART-TIME (20 hours/week)
FIELD LABOR COMPLIANCE OFFICER

Salary: \$40.75 per hour
Status: *Part-Time position*

Date Open: August 11st, 2025
Date Closed: September 30th, 2025

Description of Essential Job Duties:

The Northern California Electrical Construction Industry- Labor Management Cooperative Trust (NCECI) is seeking a highly motivated, organized, and personable field labor compliance professional to service our Central Valley area. The Field Compliance Officer (FCO) will work to ensure compliance of all public works and prevailing wage construction laws within the electrical industry by conducting construction jobsite inspections, interviewing workers, and contractors, investigating public works and prevailing wage violations, and monitoring contractors and local awarding agencies for compliance with all state and federal laws; the FCO will also ensure that workers' rights are not violated by their employers. Under the guidance of the Senior Compliance Officer and the Executive Director, the FCO will identify labor law violations and/or public contract code violations; prepare case notes, daily logs, and case file documentation; write clear and concise investigative reports, research and analyze regulations, review policy standards, when necessary- testify in legal hearings and/or court. Additionally, the FCO will maintain and update NCECI's general database; attend construction pre-job meetings and construction bid openings; give presentations on relevant laws, monitor and investigate electrical construction sites, conduct investigative audits, and also monitor sound and communications contractors and other sub-contractors working on public works construction projects. The Field Compliance Officer will also speak publicly to school boards, commissions, and at city council meetings, and other significant venues; and the FCO may also be subject to special assignment at the discretion of the Executive Director.

Qualifications:

- Knowledge and understanding of the CA Labor Code, Education Code, Public Contracts Code, parts of the Penal Code; public works, prevailing wage, collective bargaining agreements, state, and federal enforcement procedures.
- Experienced with interpreting, explaining, and applying wage and hour laws, regulations, or complex policies.
- Position requires a verifiable ability to learn and continuously improve knowledge of public works compliance principles, practices, regulations, and laws by participating in related instruction classes and on-the-job training to improve technical knowledge of state and federal agency operations.
- At graduated training phases - must demonstrate the ability to conduct complex inspections and investigations, identify and analyze labor law violations and workers' rights violations, conduct investigative audits, and make initial recommendations for case file preparation.
- Knowledge and demonstrated ability to use computers and related software applications.
- Experienced with investigative report writing and research.

Education and Background:

- Education preferences include graduation from High School and have at a minimum of an Associate Science Degree with coursework in criminal justice, general compliance, communications, construction management, labor studies, or business administration; ***Bachelor's Degree preferred*** - Education may be substituted with verifiable practical job experience in law enforcement, labor law compliance, code enforcement, building trade construction enforcement, or civil or criminal investigations.
- Effective verbal and written communication skills are a must for this position with a proven ability to compose narrative reports and correspondence. Bilingual language skills with ability to speak/read Spanish are a plus, but not necessary to effectively perform the duties.
- Position requires moderate physical activity that includes but is not limited to climbing stairs and ladders, bending, walking up and down inclines, traversing across rough and uneven job site terrain.
- Candidates must possess a strong work ethic, able to work effectively with minimal supervision, have integrity, good communications skills, and a positive attitude with a passion for protecting workers rights and leveling the playing field for all responsible contractors; and have a commitment to coordinate with the State of CA to help enforce state and federal construction and labor laws.

Selection Process:

Applicants will be evaluated on the basis of education and work experience. Only the most qualified candidates will be invited to participate in oral interviews anticipated to be held in Stockton, CA. Candidates may also be asked to respond to supplemental questions in writing. Additional references will be requested of finalists. **This position also requires a clean driving record and selected candidates must provide a copy of their DMV driving record at the time of the interview.**

TO APPLY:

Candidates may submit a resume and cover letter to:
Northern California Electrical Construction Industry - LMCT
Attn: Chantelle Limnios, Executive Director
7488 Shoreline Drive, Suite A2
Stockton, CA 95207, (209) 475-0163, FAX, (209) 475-0165.
Email: Climnios@nceci.info

Applications must be received by 5:00 p.m. on September 30, 2025. If you need special accommodation in the application or examination process, please contact the NCECI at (209) 475-0163.

NOTICE:

The Northern California Electrical Construction Industry is an Equal Opportunity Employer and assures equal employment regardless of race, creed, color, ethnicity, national origin, sex, age, marital status, or presence of any sensory, mental, or physical disability. Verification of identity and United States work authorization must be completed before employment commences as required by the Immigration Reform and Control Act.