

CITY OF MILFORD

OPEN COMPETITIVE NO. 23-16

MECHANIC

Wastewater Division

RE-POSTING DATE: February 3, 2023

CLOSING DATE: Open until filled

NOTICE TO ALL APPLICANTS: This opening is available to all City employees and the general public.

SALARY RANGE: The position is a Grade PW-09 with hourly salary limits as follows:

Minimum	\$26.15
Step 1	26.84
Step 2	27.54
Step 3	28.25
Step 4	28.86
Step 5	29.64
Maximum	30.20

GENEROUS BENEFITS: The City offers the following benefits:

- Medical & Dental insurance effective 1st day of hire
- Traditional Pension Plan/Defined Benefit Plan (5-year vesting)
- o 457 Saving Plan
- o Free Life Insurance
- o Weekly Pay
- Additional Compensation after 8 hours of work per day
- Paid Time Off Separate Vacation Pay,
 Sick Pay, Personal Business Pay,
 Bereavement Pay
- \circ Paid Holidays 13 days per year
- o Employee Assistance Program
- o Free Access to Employee Fitness Center
- Wellness Initiatives

<u>SUMMARY OF POSITION</u>: Under the supervision of the Treatment Plant Foreman or designee performs work in the mechanical maintenance of the sewage treatment plant and lift stations. Work involves the application of trade skills in several crafts in keeping a considerable variety of machinery, pumps and other equipment in operating condition. Much of the equipment is specialized requiring the fabrication of repair parts.

MINIMUM QUALIFICATIONS: Three (3) years of experience in operating, repairing, and maintaining pumps and pumping equipment, power generators, heavy machinery, electrical or hydraulic equipment OR graduation from an approved vocational, technical or trade school with specialization in mechanical crafts/technologies OR any equivalent combination of experience and training. At the time of applications, possession of a valid State of Connecticut motor vehicle driver's license.

SCOPE OF EXAMINATION: Applicants who meet the requirements as stated above will be invited to participate in a written examination weighted 50%. Those who receive a score of 70% or better on the written exam will then be scored on the answers provided on Application Supplement #23-16 and weighted 50%. Candidates must achieve a total overall score of 70% or better to be considered.

<u>FILING REQUIREMENTS:</u> Applicants are required to submit a fully completed <u>Employment</u> <u>Application, Application Supplement #23-16 and resume</u> must submitted to the Human Resources Department, Parsons Government Complex, 70 W. River St., Milford, CT or <u>HRrecruit@milfordct.gov</u> For forms and detailed application instructions, go to <u>www.ci.milford.ct.us/hr/pages/jobs</u> then select *Mechanic.*

TREATMENT PLANT MECHANIC

(Mechanic-Wastewater)

GENERAL SUMMARY OF DUITES

Under the supervision of the Treatment Plant Foreman or designee performs work in the mechanical maintenance of the sewage treatment plant and lift stations. Work involves the application of trade skills in several crafts in keeping a considerable variety of machinery, pumps and other equipment in operating condition. Much of the equipment is specialized requiring the fabrication of repair parts.

ILLUSTRATIVE DUTIES

Maintains, lubricates and packs trash, sludge and sewage pumps.

Assists with daily tasks as necessitated by workload; performs a variety of skilled mechanical maintenance and repairs to equipment to ensure proper operation.

Maintains electric motors and gear drive equipment.

Performs maintenance and repairs to process equipment.

Performs electrical maintenance and carpentry as needed.

Maintains a variety of plant engines; fits bearings, grinds valves and performs periodic general overhauls.

Operates boilers and heat exchangers.

Maintains repair logs, spare parts inventory and other associated records.

Performs related work.

REQUIRED KNOWLEDGES, SKILLS AND ABILITIES

Some knowledge of the standard practices, tools and materials of the major mechanical trades, particularly plumbing.

Knowledge of preventive maintenance procedures and techniques.

Ability to read and understand mechanical schematic drawings.

Understanding of the basic principles of hydraulics.

Skill in the use of the hand and power tools common to mechanical maintenance.

Ability to perform skilled mechanical repair tasks independently.

Ability to work from rough sketches and blueprints.

Ability to perform strenuous physical activity including climbing and descending stairs and ladders.

TREATMENT PLANT MECHANIC (Mechanic-Wastewater)

REQUIRED KNOWLEDGE, SKILLS & ABILITIES (cont'd.)

Ability to perform tasks requiring physical agility that involves repetitive bending, pulling, pushing, lifting and carrying of up to 60 pounds.

Ability to work in confined areas.

Ability to work with and around hazardous chemicals such as chlorine gas.

Ability to follow oral and written instructions and work with a minimum of technical supervision.

Ability to keep records and prepare reports using a computer.

Ability to understand and follow oral and written directions.

Ability to interrelate well with others in a professional and courteous manner.

Ability to establish and maintain effective working relationships with superiors and co-workers.

Knowledge of safety practices and compliance thereof.

MINUMUM TRAINING & EXPEREINCE REQUIRED

Three (3) years of experience in operating, repairing, and maintaining pumps and pumping equipment, heavy machinery, electrical or hydraulic equipment OR graduation from an approved vocational, technical or trade school with specialization in mechanical crafts/technologies OR any equivalent combination of experience and training. At the time of applications, possession of a valid State of Connecticut motor vehicle driver's license.

Civil Service Commission City of Milford, Connecticut Re-typed 3-2006 Revised: 8-2015

MF 1657

CITY OF MILFORD, CONNECTICUT

- Founded 1639 -70 West River Street, Milford, CT 06460 (203) 783-3239 HRrecruit@milfordct.gov Human Resources Department

APPLICATION FOR EMPLOYMENT & EXAMINATION

INSTRUCTIONS FOR COMPLETION:

THIS APPLICATION FORM CONSTITUTES A PART OF THE EXAMINATION PROCESS.

Every section must be completed in full even if resume or other supporting documents are attached. You should not direct this Office to refer to a resume for information that is being asked on the application form. You must answer <u>all</u> questions completely and accurately in order for your application to be given the proper consideration.

INCOMPLETE APPLICATION WILL BE REJECTED.

- LATE APPLICATIONS WILL NOT BE ACCEPTED. Applications must be <u>received</u> in the Human Resources Department by the application deadline as stated on the job announcement. You must complete an application form in ink or typed print. You can complete an application form online at the City's website and print the application. You must sign your application in ink or with digital signature. Application closing dates are noted on each job announcement.
- ALL APPLICANTS SHOULD READ THE JOB ANNOUNCEMENT OF THE JOB FOR WHICH YOU ARE APPLYING. Specific job requirements will be noted under the section titled "Minimum Qualification Requirements."
- EACH SECTION IN THE APPLICATION FORM MUST BE COMPLETED. You can use additional sheets of papers to attach to your application if you need more space to provide complete information, especially as it pertains to your employment history. <u>Applications</u> submitted without completing each section will be rejected.
- LICENSES AND CERTIFICATIONS required for the position you are applying for must be listed and you must provide a copy of any and all licenses and certifications required, as stated on the job announcement. Applications submitted without providing a copy of the required licenses/certifications will be rejected.
- YOU MUST ATTACH A CLEAR COPY OF YOUR DRIVER'S LICENSE TO THE APPLICATION FORM if the job for which you are applying requires a driver's license. Applications submitted without providing a copy of your driver license will be rejected.
- YOU MUST COMPLETE EACH SECTION OF EMPLOYMENT HISTORY. You must complete "Describe Work Performed" completely. Do not write "see resume" in lieu of completing this information on the application form. Applications submitted without completing each line of this section will be rejected.
- COMPLETING THE INVITATION TO SELF-IDENTIFY IS VOLUNTARY. This information is needed to meet Federal and State reporting requirements and is also used to evaluate the effectiveness of our recruiting and testing procedures. This sheet is not seen by anyone making the hiring decision. Applications will not be rejected if you choose not to complete this voluntary information section.

Human Resources Department City of Milford

EMPLOYMENT APPLICATION -PUBLIC WORKS

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Reaso	n·	

70 West River Street Milford, CT 06460 (203) 783-3239

Position applying for Date

PLEASE TYPE OR PRINT CLEARLY IN BLACK OR BLUE INK.

n Equal Opportunity Employer	Entire application mu	ist be completed in oi	der for application to	be considere	d.
	F	PERSONAL INFOR	RMATION		
					000-
ast Name	First Name		M.I.		Last 6 digits of Soc. Sec. No.
Home Address		City		State	Zip
	Mahila	Sity	Email	State	Ζίρ
lome Telephone					
Are you legally eligible for employ of hired, you will be required to provi		Yes No ^A	re you 18 years of a	age or older?	Yes No
o you claim 5 points preference b	pased on active duty in the U	JS Armed Forces?Atta	ach copy of DD214	Yes	No
o you claim 10 points veteran's d	isability preference? Attach c	copy of DD214 & other	supporting document	<i>tation</i> Ye	s No
ist any relatives currently emplo	• •			Job Title/De	nt
lave you read the job description					-
	. •	•			
re you able to perform the esser	iliai iuriciioris or trie positio	in for which you are a	applying? Yes	No Date	e available to start
		EDUCATIO	N		
High School(s) attended	City	y/State		Did you grad	uate?
				Yes	No
				Yes	No
College/Institution attended	City/State	Did you graduate?	Degree/Certification	on/Credits	Major
		Yes No			
		Yes No			
		Yes No			
			<u>.</u>		
		EMDLOVMENT	JISTORY		
		EMPLOYMENT I	ISTORY		
ive you ever been discharged or	asked to resign from a job	o? Yes No	If yes, please expl	ain:	
eve you previously worked for the	City of Milford? Yes	No If yes, da	tes of employment:		_
sition/Department:					
the next name list All present	and nast employment in re	verse chronological (order REGINNING V	VITH YOUR M	IOST RECENT EMPLOYMENT

Applicants may be required to furnish satisfactory proof of employment history. Use additional pages if necessary. Include resume with completed application, however, resume WILL NOT substitute completion of application.

EMPLOYMENT HISTORY CONTINUED				
Employer	Address		Phone	
Dates of Employment	Job title		Hours per week	
Supervisor's name/title		Reason for leaving	inours por moon	
· · · · · · · · · · · · · · · · · · ·	escribe wo	rk performed below DO NOT WRITE "SEE RESU	 JME"):	
Employer	Address		Phone	
Dates of Employment	Job title		Hours per week	
Supervisor's name/title		Reason for leaving		
Number of employees supervised (i/a)	escribe wo	ork performed below <u>DO NOT WRITE "SEE RESU</u>	<u>JME")</u> :	
Employer	Address		Phone	
Dates of Employment	Job title		Hours per week	
Supervisor's name/title		Reason for leaving		
Number of employees supervised (i/a)	escribe wo	ork performed below <u>DO NOT WRITE "SEE RESU</u>	<u>/ME")</u> :	

ONLY COMPLETE THE SECTIONS BELOW IF THEY ARE RELEVANT TO THE POSITION YOU HAVE APPLIED

	SPECIAL SKILLS		
Snowplowing: Describe any experience you may have have years of experience and type of area(s) plowed (roads, do		le the size of the plow	(s) you have driven, number of month
, , , , , , , , , , , , , , , , , , ,			
Light Equipment:	☐ Excellent ☐ V	ery good ☐ Goo	od
What best describes your skill level with a payloader? What best describes your skill level with a backhoe?		ery good ☐ Goo	
What best describes your skill level with a small tractor?	? Excellent V	'ery good ☐ Goo	od
Heavy Equipment: What best describes your skill level with a grader?	☐ Excellent ☐ V	ery good ☐ Goo	od
What best describes your skill level with a Cat 225 exca	avator? 🔲 Excellent 🔲 V	ery good 🔲 Goo	d 🔲 Fair 🔲 Never Used
What best describes your skill level with a bulldozer?	Excellent V	'ery good ☐ Goo	d Fair Never Used
Please list/describe any specialized training, apprentice	ship, certifications, licenses, s	skills, special skills and	d qualifications related to the job for
you are applying, such as machines you are able to op	perate, languages you speak a	and read or write well	I, computer skills besides those prev
mentioned and any other special abilities or knowledge total number of training hours, and other details. Please			
may exclude membership which would reveal gender, ra			
LICENS	SES, CERTIFICATIONS, REG	ISTRATIONS	
the position for which you are applying requires you to	operate a vehicle vou mus	st possess a valid	driver's license and any special
ndorsements must be current and valid. NOTE: If app	olicable, if you are offered em	ployment by the City	of Milford, and if your driver's licer
from another state, you will be required as a condition	on of employment to obtain a	yalid Connecticut D	river's License before you can begin
o you have a valid driver's license? Yes No	State License # _		Classification
xpiration Date Endorsements			
INALISTS WILL BE REQUIRED, UPON NOTIFICATION			
e obtained at any Connecticut Department of Motor Vehic	•		STRACT. Note. Driving abstracts if
	PROFESSIONAL REFEREN	NCES	
List three professional colleagues who are not yo			may contact.
Name	Phone		Relationship
			-
	+		

IMPORTANT: Read each of the following sections carefully and completely. If you do not understand any portion of the statements that follow, ask for clarification. Your signature indicates that you have read and understand each of the provisions listed and that you agree to abide by the conditions stated therein.

NOTICE TO PERSONS WITH DISABILITIES: Testing arrangements to accommodate persons with disabilities will be made upon request of the applicant. If accommodation is requested, the applicant will be required to state what accommodation is needed.

PRE-EMPLOYMENT MEDICAL EXAMINATION: Applicants selected for employment will be required to pass a medical examination given by a physician designated by the City of Milford.

PROBATIONARY PERIOD: Employees serve a probationary period as determined by City policy or by any applicable collective bargaining agreement. Termination of employment during the probationary period may be with or without cause and is not subject to any appeal process or grievance procedure of any applicable collective bargaining agreement.

DRUG POLICY: It is the policy of the City of Milford to maintain a drug free workplace. Employees who are observed in possession of or using controlled substances (drugs) will be terminated and may have criminal actions filed against them. Employees in certain positions are subject to Federal laws requiring pre-employment, post-accident, and random drug testing.

UPON EMPLOYMENT. YOU WILL BE REQUIRED TO PROVIDE YOUR SOCIAL SECURITY NUMBER.

PRE-EMPLOYMENT STATEMENT

AGREEMENT: I CERTIFY THAT ALL STATEMENTS MADE ON OR IN CONNECTION WITH THIS APPLICATION ARE TRUE, ACCURATE, COMPLETE, AND CORRECT TO THE BEST OF MY KNOWLEDGE AND BELIEF. I UNDERSTAND THAT INCOMPLETE, FALSE, INACCURATE, OR MISLEADING INFORMATION GIVEN IN MY APPLICATION, INTERVIEW(S) OR DURING THE COURSE OF MY EMPLOYMENT MAY RESULT IN THE REJECTION OF THIS APPLICATION OR WITHDRAWAL OF A JOB OFFER. FURTHER, FALSE INFORMATION PROVIDED, WHETHER WILLINGLY OR ACCIDENTALLY, MAY RESULT IN DISCIPLINE OR IMMEDIATE DISMISSAL IF EMPLOYED, WHENEVER THE OMISSION OR FALSEHOOD IS DISCOVERED.

I UNDERSTAND THAT THIS APPLICATION IS NOT A CONTRACT OF EMPLOYMENT NOR IS IT A GUARANTEE OR INDICATION OF EMPLOYMENT. I ALSO UNDERSTAND THAT SHOULD I BE GRANTED AN INTERVIEW, THE REPRESENTATIONS THAT MAY BE MADE AT THE INTERVIEW ARE NOT TO BE CONSTRUED AS CREATING ANY OBLIGATION, PROMISE OR CONTRACT ON BEHALF OF THE CITY OF MILFORD. SHOULD I BE EMPLOYED BY THE CITY, IN CONSIDERATION OF MY EMPLOYMENT, I AGREE TO ABIDE BY ALL THE RULES, POLICIES AND REGULATIONS OF THE CITY OF MILFORD, AS THEY MAY FROM TIME TO TIME BE IMPLEMENTED OR REVISED. IDENTIFICATION AND VERIFICATION OF ELIGIBILITY TO WORK IN THE UNITED STATES MUST BE SATISFIED FOR EMPLOYMENT.

I FURTHER UNDERSTAND THAT IN CONSIDERATION FOR EMPLOYMENT, AN INVESTIGATIVE BACKGROUND REPORT MAY BE PREPARED AT THE REQUEST OF THE CITY OF MILFORD, WHEREBY INFORMATION MAY BE OBTAINED FROM MY EMPLOYERS (PRESENT OR FORMER), EDUCATIONAL INSTITUTIONS, ALL BRANCHES OF THE U.S. MILITARY SERVICE, AND PUBLIC RECORDS MAINTAINED BY GOVERNMENT AGENCIES OR OTHERS, INCLUDING BUT NOT LIMITED TO CRIMINAL CONVICTION REPORTS, CREDIT REPORTS, ETC. I AUTHORIZE THE CITY OF MILFORD AND ITS DESIGNATED REPRESENTATIVE(S) TO PERFORM THIS INVESTIGATION, AND FURTHER AUTHORIZE PRESENT AND FORMER EMPLOYERS, REFERENCES AND OTHER PERSONS TO PROVIDE INFORMATION FOR THE INVESTIGATION. I ALSO AUTHORIZE THE CITY OF MILFORD TO RECEIVE CRIMINAL CONVICTION RECORDS PERTAINING TO ME, WHICH MAY BE IN THE FILES OF ANY CRIMINAL JUSTICE AGENCY

I UNDERSTAND THAT ACCEPTANCE FOR EMPLOYMENT SHALL DEPEND ON SATISFACTORY REPLIES FROM MY REFERENCES AND OTHER BACKGROUND CHECKS. ANY OFFER OF EMPLOYMENT MAY BE CONTINGENT UPON PASSING A DRUG TEST AND MEDICAL EXAMINATION. I AUTHORIZE MEDICAL PROVIDER(S) TO RELEASE ANY/ALL MEDICAL INFORMATION TO THE CITY PURSUANT TO ITS PRE-EMPLOYMENT PHYSICAL AND DRUG SCREEN PROCEDURES IN ACCORDANCE WITH HIPAA.

RELEASE: I HEREBY RELEASE AND HOLD HARMLESS ANY PERSON, CORPORATION, COMPANY FROM ANY AND ALL POSSIBLE DAMAGES, DIRECT OR CONSEQUENTIAL, IMMEDIATE OR REMOTE, OF ALL FORMS OR TYPES, THAT I MAY SUSTAIN OR ALLEGE TO SUSTAIN BY VIRTUE OF THAT PERSON, CORPORATION, COMPANY OR OTHER ENTITY COMPLYING WITH MY REQUEST TO FULLY AND COMPLETELY COMPLY WITH THE INVESTIGATION, INQUIRY OR INTERESTS OF THE CITY OF MILFORD, TO WHOM I HAVE MADE AN APPLICATION OF EMPLOYMENT AND IS THE BEARER OF THIS AUTHORIZATION.

I affirm and certify that I have read all of the information above and that all answers to the questions herein are complete, true and accurate to the best
of my knowledge. I understand that any misrepresentation, falsification or omission of any facts may render this application void and will be cause for
disqualification, whenever discovered.

SIGNATURE APPLICANT	DATE	
SIGNATURE APPLICANT	DAIL	



INVITATION TO SELF-IDENTIFY

City of Milford Position applying for

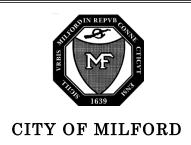
Position applying for (use the title that appears on the job announcement)

SECTION 1: CANDIDATE INFORMATION

It is the policy of the City of Milford to recruit, hire, and promote qualified people in all job classifications regardless of age, race, gender, color, religion, creed, national origin, marital or veteran status, sexual orientation, gender identity or expression, disability or any other legally protected status, unless they are bona-fide occupational qualifications.

The following information is needed for compliance with governmental reporting requirements. While completion of this section is voluntary, all applicants are strongly urged to complete this as part of the pre-employment process. Applicants so choosing, may identify on the form that they have chosen not to provide the City of Milford with the requested information by checking the appropriate box in Section 4. This information will not affect in any way your employment opportunities. The information obtained will be kept confidential and may only be used in accordance with the provisions of applicable federal laws, executive orders, and regulations, including those which require the information to be summarized and reported to the Federal Government for civil rights enforcement purposes.

applicable federal laws, executive orders, and regulations, including those which require the information to be summarized and reported to the Federal Government for civil rights enforcement purposes.				
SECTION 2: GENERAL	INFORMATION			
Name		Date		
Social Security Number	000	(Last six digits ONLY)		
SECTION 3: STATISTIC	AL INFORMATI)N		
		PLEASE ANSWER THE FOLLOWING QUESTION:		
What is your race/ethnic	•	k the ONE BOX that describes the race/ethnicity category with which you primarily identify.)		
Race/Ethnic Identification American Indian or Alaska Native Asian (Not Hispanic or Latino) All persons having origins in any of the original peoples of North and South America (including Central America), and who maintains tribal affiliation or community attachment. (Not Hispanic or Latino) All persons having origins in any of the original peoples of the Far East, Southeast Asia, or the Indian Subcontinent including, for example, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Phillipine Islands, Thailand, and Vietnam. Black or African American Hispanic or Latino Native Hawaiian or Other Pacific Islander White (Not Hispanic or Latino) All persons having origins in any of the original peoples of Hawaii, Guam, Samoa, or Pacific Islands. (Not Hispanic or Latino) All persons having origins in any of the original peoples of Europe, the Middle East, or North Africa. Two or more races Gender Male Female SECTION 4: NON-PARTICIPATION				
Please check box if applicable I have read the above statement and have chosen not to complete this form.				
SECTION 5: RECRUITING INFORMATION How did you hear about this job? (Please check one.)				
Milford Mirror	Job : (Flease che	City Employee		
Other newspaper (give r				
City Website		Community Agency (give name):		
☐ Internet (list site):				
State of CT job site Other (please specify):				



MECHANIC – WASTEWATER DIVISION PUBLIC WORKS DEPARTMENT

APPLICATION SUPPLEMENT #23-16

NAME		
SOCIAL SECURITY NUMBER	000	 (Last six digits only)

For this examination, you will be filling out specific information about your training and experience. The information that you give will be used to find out how well your background qualifies you for this position. You <u>must</u> fill out this examination booklet completely in order to take part in this examination. <u>THIS BOOKLET IS AN EXAMINATION</u>.

On the pages that follow, you will be asked to supply factual information about your training, and the duties, responsibilities and accomplishments that are associated with the jobs which helped you qualify for the position for which you are applying. Your training and experience will be scored according to how closely they relate to the various job components or factors of the position of Mechanic. Your score will be based only on what you include in this examination. Incomplete or illegible applications/supplements will be rejected.

This examination booklet and a completed Employment Application for Employment must be received by the Human Resources Department by the last filing date noted in the job announcement. Information received after the last filing date will not be considered.

I. GENERAL EXPERIENCE AND LICENSURE:

PART A. – EXPERIENCE

Do you have at least three (3) years of experience operating, repairing, and maintaining pumps and pumping equipmen heavy machinery, electrical or hydraulic equipment and/or power generators?
No Yes If Yes, Number of Years' Experience
Indicate the type of work experience. Check (✓) all that are applicable:
operating, repairing and maintaining pumps and pumping equipment – number of years of experience:
operating, repairing and maintaining heavy machinery – number of years of experience:
operating, repairing and maintaining electrical or hydraulic equipment – number of years of experience:
operating, repairing, maintaining, and troubleshooting power generators – number of years of experience:
PART B. – LICENSURE
Do you possess a valid State of Connecticut Motor Vehicle Driver's License?
Yes Type:(Must attach a copy of license.)
No

II. EXPERIENCE #23-16

Please follow column headings completely. Use whatever terms would be most indicative of the level and scope of your responsibilities. You may use additional pages, if necessary.

A. Describe in detail your work experience operating, repairing, and maintaining pumps and pumping equipment, heavy machinery, electrical or hydraulic equipment, and/or power generators.

N. CE. I	Dates & No. of Hours/Week
Name of Employer:	Performing This Job:
Supervisor's Name:	Supervisor's Title:
Your Job Title & Duties:	
B. Do you have the ability to (check all that appl	у):
perform tasks requiring physical agility the carrying up to 60 pounds?	nat involves repetitive bending, pulling, pushing, lifting and
work in confined areas?	
work with and around hazardous chemic	cals such as chlorine gas?
follow oral and written instructions and w	work with a minimum of technical supervision?
keep records and prepare reports using a	computer?

PART III. –TRAINING #23-16

List all training (seminars, special courses, advanced training, specialized training, etc.) that you have attended/completed within the past five (5) years, relevant to operating, repairing, and maintaining pumps, pumping equipment, heavy machinery, electrical or hydraulic equipment, and/or power generators.

AREA OF STUDY/TITLE OF	SPONSORING	DATES ATTENDED
COURSE	ORGANIZATION	& NO. OF HOURS