



January 2021
FLSA: AT WILL/EXEMPT

WASTEWATER TREATMENT PLANT OPERATIONS SUPERINTENDENT

DEFINITION

Under general direction, plans, organizes, and provides direction and oversight for the wastewater treatment and water reclamation plant and laboratory operations of the Carmel Area Wastewater District; plans, manages and coordinates the operations functions of the District; ensures that functions meet all applicable laws, regulations, and District policies; provides professional assistance to the General Manager in areas of expertise; fosters cooperative working relationships with intergovernmental and regulatory agencies; and performs related work as required.

This is an “at will” management position.

SUPERVISION RECEIVED AND EXERCISED

Receives administrative direction from the General Manager. Exercises direct supervision over wastewater treatment operations staff.

CLASS CHARACTERISTICS

This is a management level position that oversees and directs all activities of the operation of the District’s wastewater treatment facilities including day-to-day operations, preventative maintenance, and short and long-range planning, including budgeting. Responsibilities include coordinating the activities of the division with those of other divisions and departments and managing and accomplishing the complex and varied functions of the division. The incumbent is accountable for accomplishing divisional planning and operational goals and objectives and for furthering District goals and objectives within general policy guidelines.

EXAMPLES OF ESSENTIAL FUNCTIONS

Management reserves the rights to add, modify, change, or rescind the work assignments of different positions and to make reasonable accommodations so that qualified employees can perform the essential functions of the job.

- Develops and directs the implementation of goals, objectives, policies, procedures, and work standards for the division.

EXAMPLES OF ESSENTIAL FUNCTIONS (continued)

- Prepares, administers, and is responsible for the budget for assigned function; participates in the forecast of additional funds needed for staffing, equipment, materials, and supplies; administers the approved budget.
- Plans, organizes, administers, reviews, and evaluates the work of operations staff directly and through subordinate levels of supervision.
- Provides for the selection, training, professional development, and work evaluation of department staff; authorizes discipline as required; and provides policy guidance and interpretation to staff.
- Contributes to the overall quality of the division's service by developing, reviewing, and implementing policies and procedures to meet legal requirements and District needs.
- Coordinates activities of staff and the department with those of other District departments and outside agencies.
- Directs, oversees, and develops the work plan related to assigned function; assigns work activities, projects, and programs; monitors workflow; reviews and evaluates work products, methods, and procedures; prepares various staff reports on operations and activities.
- Prioritizes and allocates available resources; and reviews and evaluates program and service delivery, makes recommendations for improvement, and ensures maximum effective service provision.
- Participates in and provides input for the District's capital improvement program, including assisting engineering in determining facility construction and upgrade needs and providing project oversight and inspection as required.
- Oversees the development or update of the District's wastewater treatment and water reclamation facilities plans and programs and other plans related to District infrastructure.
- Develops, evaluates, and implements laboratory policies, procedures and standards; provides oversight for laboratory staff in sample collection and laboratory testing procedures.
- Ensure maintenance of the Environmental Laboratory Accreditation Program certificate issued by the State of California Department of Health Services.
- Develops, carries out, and maintains quality assurance programs for laboratory analysis and instrumentation; prepares periodic water quality reports, including those required by other government agencies.
- Plans, manages and oversees the environmental compliance inspection staff to plan, implement and execute an environmental compliance inspection and monitoring program; coordinates environmental compliance inspection activities with local businesses and other government agencies; ensures that businesses are operating within standards established by Federal, State, local laws, ordinances and regulations.
- Confers with and represents the department and the District in meetings with members of the Board of Directors, various governmental agencies, developers, contractors, business, and industrial groups and the public.
- Exercises authority over wastewater treatment plant process control matters.
- Prepares and directs the preparation of a variety of written correspondence, reports, procedures, and other written materials, including the preparation and/or execution of regulatory monitoring reports.
- Maintains and directs the maintenance of working and official departmental files.
- Monitors changes in laws, regulations, and technology that may affect departmental operations; and implements policy and procedural changes as required.

- Provides technical advice to the District management and the Board of Directors in District plant operations matters.
- Contributes to a positive work environment by participating in solutions to problems as they occur.
- Establishes and ensures compliance with operational safety standards.
- Coordinates the transport and storage of hazardous chemicals and gases.
- Performs periodic inspections of all phases of the wastewater treatment and water reclamation process to ensure balanced and proper operation of all systems; recommends alterations and changes in operating procedures as necessary.
- Oversees calls for assistance and participates in public relations program on behalf of the District related to wastewater treatment and reclamation operations and maintenance.
- Participates in strategic planning for the District and sets goals for the Division to support the strategic plan; develops policies, procedures, and protocols to implement District goals and objectives.
- Builds and maintains positive working relationships with co-workers, other District employees, and the public.
- Performs other duties as assigned.

QUALIFICATIONS

Knowledge of:

- Administrative principles and practices, including goal setting, program development, implementation, and evaluation and supervision of staff, either directly or through subordinate levels of supervision.
- Principles and practices of budget development, administration, and accountability.
- Principles and practices of employee supervision, including work planning, assignment, review and evaluation, and the training of staff in work procedures.
- Organization and supervisory practices as applied to the development, analysis, and evaluation of programs, policies, and operational needs of the assigned division.
- Principles, practices, equipment, material, and tools used in the operation, cleaning, and preventive maintenance of wastewater treatment and disposal facilities and equipment.
- SCADA operating systems and other computer applications related to the work.
- The operation and preventive maintenance of piping systems, including pipes, valves, and related appurtenances.
- Laboratory operations, and standard chemical and physical tests of wastewater, sludge, and related materials.
- Principles and techniques of capital improvement construction, inspection, funding, and long-term maintenance.
- Practices of researching program issues, evaluating alternatives, making sound recommendations, and preparing and presenting effective staff reports.
- Applicable Federal and State laws; District, Department, and Division regulations, codes, policies, and procedures.
- Record keeping principles and procedures.
- Computer applications related to the work, including SCADA operating systems.
- English usage, grammar, spelling, vocabulary, and punctuation.

- Techniques for effectively representing the District in contacts with governmental agencies, community groups, and various business, professional, educational, regulatory, and legislative organizations.
- Techniques for providing a high level of customer service to public and District staff, in person and over the telephone.

Ability to:

- Plan, organize, administer, coordinate, review, and evaluate a comprehensive wastewater treatment and disposal facilities operations, maintenance, and repair program.
- Administer programs and the work of staff directly and through subordinate levels of supervision.
- Provide for the selection, training, development, motivation, and work evaluation of staff.
- Develop and implement goals, objectives, policies, procedures, work standards, and internal controls for the division.
- Interpret, apply, and explain complex laws, codes, regulations, and ordinances.
- Prepare and administer budgets and allocate limited resources in a cost-effective manner.
- Effectively represent the division and the District in meetings with governmental agencies, professional, and regulatory, and legislative organizations.
- Research, analyze, and evaluate new service delivery methods, procedures, and techniques.
- Make sound, independent decisions in day-to-day activities and in emergency situations.
- Conduct complex research projects, evaluate alternatives, make sound recommendations, and prepare effective technical staff reports.
- Analyze, interpret, summarize, and present administrative and technical information and data in an effective manner.
- Analyze situations and identify pertinent problems/issues; collect relevant information; evaluate realistic options; and recommend/implement appropriate course of action.
- Prepare clear and concise reports, correspondence, policies, procedures, and other written materials.
- Make accurate arithmetic, financial, and statistical computations.
- Organize and prioritize a variety of projects and multiple tasks in an effective and timely manner; organize own work, set priorities, and meet critical time deadlines.
- Maintain attention to detail and accuracy while meeting critical deadlines.
- Operate modern office equipment including computer equipment and specialized software applications programs.
- Identify and take appropriate action when operating problems occur.
- Use English effectively to communicate in person, over the telephone, and in writing.
- Use tact, initiative, prudence, and independent judgment within general policy and legal guidelines.
- Establish and maintain effective working relationships with those contacted in the course of the work.
- Perform work in confined spaces, following required confined space entry procedures.

EDUCATION AND EXPERIENCE:

Any combination of training and experience which would provide the required knowledge, skills, and abilities is qualifying. A typical way to obtain the required qualifications would be:

Equivalent to the completion of High School Diploma or General Equivalency Diploma supplemented by college level courses in chemistry, biology, environmental science, or a related field and five (5) years of responsible wastewater treatment plant operations and maintenance experience, including two (2) years of supervisory experience.

Required Qualifications:

- Possession of a Class C driver's license required by the State of California, Department of Motor Vehicles, to perform the duties of the position. Continued maintenance of said driver's license in compliance with established District vehicle operation standards, and the ability to be insured for the operation of a vehicle/District vehicle in accordance with the terms and conditions of the District's insurance program are conditions of continuing employment. The California Sanitation Risk Management Authority (CSRMA) driving standards.
- Possession of a Grade IV Wastewater Treatment Plant Operator certificate issued by the State of California.
- 40-hour HAZWOPER certificate within one (1) year of employment.

Additional Requirements:

Ability to be on standby for after hour emergency call outs and acknowledge the notification within 15 minutes when on standby duty. If an emergency requires the employee to return to work, they must do so within 1 hour of responding to the notification.

Employee must pass a respiratory fit test within 2 months of employment and adhere to District respiratory policy which specifies facial hair restrictions.

All Carmel Area Wastewater District employees are, by State and Federal law, **Disaster Service Workers**. The roles and responsibilities for Disaster Service Workers are authorized by the California Emergency Services Act and are defined in the California Labor Code. In the event of a declaration of emergency, any employee of the District may be assigned to perform activities which promote the protection of public health and safety or the preservation of lives and property. Such assignments may require service at locations, times, and under conditions that are significantly different than the normal work assignments and may continue into the recovery phase of the emergency.

If a "Local Emergency" is declared during the employee's shift, employees will be expected to remain at work to respond to the emergency needs of the community. If a "Local Emergency" is declared outside of the employee's shift, employees must make every effort to contact their direct supervisor or department head to obtain reporting instructions as Disaster Service Workers.

PHYSICAL DEMANDS

The physical demands and work environment described here are representative of those an employee encounters while performing the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions:

Standing:

- Average Frequency: 4 to 8 times per day
- Average Duration: Short (Less than 1 hour)
- Maximum Frequency: Greater than 9 times per day
- Maximum Duration: Short (Less than 1 hour)
- Surfaces: Office – carpet, tile; field/plant – concrete, asphalt, dirt, gravel, mud, metal grating, grass, sloped and uneven terrain
- Description: Performs while communicating with coworkers, during informal meetings, operating standard office equipment, accessing file drawers or shelves, performing field observations, during special events or working at a booth

Walking:

- Average Frequency: 4 to 8 times per day
- Average Duration: Short (Less than 1 hour)
- Maximum Frequency: Greater than 9 times per day
- Maximum Duration: Long (2 to 8 hours)
- Surfaces: Office – carpet, tile; field/plant – concrete, asphalt, dirt, gravel, mud, metal grating, grass, sloped and uneven terrain
- Description: Performs within the building, to and from offices, relocating files, paperwork or office supplies, performing field observations, during special events, setting up booths, and performing other described job duties.

Sitting:

- Average Frequency: 4 to 8 times per day
- Average Duration: Long (2 to 8 hours)
- Maximum Frequency: Greater than 9 times per day
- Maximum Duration: Long (2 to 8 hours)
- Surfaces: Cushioned vehicle seat, office chair
- Description: Performing various desk station activities including using a computer, reading and writing, driving a vehicle, during meetings and trainings, and performing other described job duties.

Kneeling/Crouching/Squatting:

- Average Frequency: 1 to 3 times per day
- Average Duration: Short (Less than 1 hour)
- Maximum Frequency: Greater than 9 times per day

- Maximum Duration: Short (Less than 1 hour)
- Surfaces: Office – carpet, tile; field/plant – concrete, asphalt, dirt, gravel, mud, metal grating, sloped and uneven terrain
- Description: Performs while retrieving or positioning paperwork/files or boxes on and off lower shelves, drawers or ground level and performing other described job duties.

Crawling:

- Average Frequency: 1 to 3 times per month
- Average Duration: Short (Less than 1 hour)
- Maximum Frequency: 4 to 8 times per year
- Maximum Duration: Short (Less than 1 hour)
- Surfaces: Office – carpet, tile; field/plant – concrete, asphalt, dirt, gravel, mud, metal grating, sloped and uneven terrain
- Description: Performs while working underneath building structures, accessing and inspecting equipment, and performing other described job duties.

Laying on Back/Stomach:

- Average Frequency: 1 to 3 times per year
- Average Duration: Short (Less than 1 hour)
- Maximum Frequency: 4 to 8 times per year
- Maximum Duration: Short (Less than 1 hour)
- Surfaces: Office – carpet, tile; field/plant – concrete, asphalt, dirt, gravel, mud, metal grating, sloped and uneven terrain
- Description: Performs while accessing and inspecting equipment.

Climbing/Balancing:

- Average Frequency: 9 times per day
- Average Duration: Short (Less than 1 hour)
- Maximum Frequency: 9 times per day
- Maximum Duration: Medium (1 to 2 hours)
- Surfaces: Ladder or stair steps, vehicle floorboards
- Description: Performs while ascending or descending extension ladders up to 40 feet, fixed ladders with possible fall protection, stepladders 10 to 12 feet, stair steps at plant sites, accessing vehicle cab 1 to 3 steps.

Reaching:

Above Shoulder Level:

- Average Frequency: 4 to 8 times per day
- Average Duration: Short (Less than 1 hour)
- Maximum Frequency: Greater than 9 times per day
- Maximum Duration: Medium (1 to 2 hours)

- Description: Performs while accessing or placing files or paperwork and related items on and off upper shelves, facilitating meetings including writing on whiteboards and performing other described job duties. Unilateral or bilateral upper extremities from less than full-to-full extensions at each occurrence. A variable to reaching above shoulder level includes employee's height.

Between Waist and Shoulder Level:

- Average Frequency: Greater than 9 times per day
- Average Duration: Medium (1 to 2 hours)
- Maximum Frequency: Greater than 9 times per day
- Maximum Duration: Medium (1 to 2 hours)
- Description: Performs while using a computer keyboard and input device to enter or retrieve data, which includes reaching within the primary reach zone, operating standard office equipment including a copy or fax machine, handling office supplies, driving a vehicle in conjunction with maneuvering a steering wheel, during special events and performing other described job duties. Unilateral or bilateral upper extremities from less than full-to-full extensions on each occurrence.

Below Waist Level:

- Average Frequency: 4 to 8 times per day
- Average Duration: Short (Less than 1 hour)
- Maximum Frequency: Greater than 9 times per day
- Maximum Duration: Medium (1 to 2 hours)
- Description: Performs while retrieving or positioning paperwork/files or boxes on and off lower shelves, drawers or ground level and performing other described job duties. Unilateral or bilateral upper extremities from less than full-to-full extensions on each occurrence.

Pushing/Pulling:

- Average Frequency: 1 to 3 times per week
- Average Duration: Short (Less than 1 hour)
- Maximum Frequency: Greater than 9 per day
- Maximum Duration: Medium (1 to 2 hours)
- Description: Performs while opening or closing file cabinet drawers. Operating a pallet jack to move equipment or chemicals

Unilateral or bilateral arm use.

Twisting/Rotating:

Waist:

- Average Frequency: 4 to 8 times per day
- Average Duration: Short (Less than 1 hour)
- Maximum Frequency: Greater than 9 times per day
- Maximum Duration: Medium (1 to 2 hours)
- Description: Performs while accessing and inspecting equipment and performing other described job duties.

Neck:

- Average Frequency: Greater than 9 times per day
- Average Duration: Short (Less than 1 hour)
- Maximum Frequency: Greater than 9 times per day
- Maximum Duration: Short (Less than 1 hour)
- Description: Performs during normal body mechanics, performing general office tasks, driving, during field observations and performing other described job duties.

Wrists:

- Average Frequency: Greater than 9 times per day
- Average Duration: Short (Less than 1 hour)
- Maximum Frequency: Greater than 9 times per day
- Maximum Duration: Short (Less than 1 hour)
- Description: Performs while office supplies and paperwork and performing other described job duties. Unilateral or bilateral hand use.

Bending:

Waist:

- Average Frequency: 1 to 3 times per day
- Average Duration: Short (Less than 1 hour)
- Maximum Frequency: Greater than 9 times per day
- Maximum Duration: Short (Less than 1 hour)
- Description: Performs while performing inspections and the more difficult operations, maintenance and control functions including using tools, retrieving or positioning items on and off lower shelves and performing other described job duties.

Head/Neck:

- Average Frequency: Greater than 9 times per day
- Average Duration: Short (Less than 1 hour)
- Maximum Frequency: Greater than 9 times per day
- Maximum Duration: Short (Less than 1 hour)
- Description: Performs during normal body mechanics, reading, writing and reviewing paperwork, performing inspections and the more difficult operations, maintenance and control functions including using tools and performing other described job duties.

Wrists:

- Average Frequency: Greater than 9 times per day
- Average Duration: Short (Less than 1 hour)
- Maximum Frequency: Greater than 9 times per day
- Maximum Duration: Short (Less than 1 hour)
- Description: Performs during inspections and the more difficult operations, maintenance and control functions including using a variety of basic or power tools, handling office supplies and paperwork, driving in conjunction with maneuvering a steering wheel, and performing other described job duties. Unilateral or bilateral hand use.

Lifting/Carrying:

0 to 10 lbs.:

- Objects: Writing utensils, paperwork/files, telephone handset, office supplies, standard office tools, basic hand tools including wrenches, screwdrivers, pliers, valve keys, drills, small parts, samples, digging tools, fittings, couplings, gaskets and other related items
- Average Frequency: Ongoing - tasks performed throughout shift
- Average Duration: Seconds to less than 15 minutes at a time
- Maximum Frequency: Ongoing - tasks performed throughout shift
- Maximum Duration: Seconds to less than 15 minutes at a time
- Height: Ground to shoulder or above
- Distance: Average - less than 100 feet including ascending/descending stairs. Maximum - 1,000 feet
- Description: Performs while utilizing a writing utensil to complete paperwork, using a telephone, handling paperwork, performing the more difficult operations, maintenance and control functions in conjunction with using various tools, handling small parts, components, and performing other described job duties.

11 to 25 lbs.:

- Objects: Valve key, meters, street safety signs, circular saws, and related objects
- Average Frequency: 4 times per day
- Average Duration: Seconds to less than 15 minutes at a time
- Maximum Frequency: 4 times per hour
- Maximum Duration: Seconds to less than 15 minutes at a time
- Distance: Less than 100 feet, including ascending/descending stairs
- Height: Ground to shoulder or above
- Description: Performs while retrieving and relocating parts or equipment including a valve key, meters, street safety signs, circular saws, and related objects.

26 to 50 lbs.:

- Objects: Large tool bag/kit, metal chain, small electric motors, 12' ladder, 20' extension ladder, jack hammer, concrete and metal debris, flanges, couplers, sections of metal/pipe or plastic/wood, smaller valves, small impellers, band saw, flange, pipe vice, oil bucket, blower, shaft, threader, traffic signage, wheelbarrow, 5-gallon container/bucket, empty pallet, case of paper or full box of files, 30-gallon garbage can, 50' of 1" hose, 10' of 6" suction hose, valve box lid, car battery
- Average Frequency: 4 times per week
- Average Duration: Seconds to less than 10 minutes at a time
- Maximum Frequency: 4 times per hour
- Maximum Duration: Up to 15 minutes at a time
- Distance: Less than 50 feet, including ascending/descending stairs
- Height: Ground to shoulder

- Description: Using hand or power tools as needed, performs a variety of medium duty lifts/carries to complete the following: carpentry, electrical, plumbing, painting, landscaping, assembling/disassembling, bolting, stocking, storing, valve removal/replacement, battery removal/replacement; grate and lid removal/replacement; digging and filling. Retrieval, set-up, breakdown, and replacement of equipment for projects. **Confined space winch** Jackhammer use includes pushing, pulling, partial lifting, lifting, and guiding.

51 to 60 lbs.:

- Objects: 28' extension ladder, 10' step ladder, confined space winch, wheelbarrow, medium electric motor, medium VFD unit, steel flanges, steel elbows/necks/spools, couplers, longer sections of metal/pipe or wood, 100' of 1" hose, truck battery, 30' of 2" hose, 15' of 6" hose, 4' x 4' aluminum vault lid, sandbag, small steel stormwater grating
- Average Frequency: 4 times per month
- Average Duration: Seconds at a time
- Maximum Frequency: 4 times per week
- Maximum Duration: Less than 1 minute at a time
- Height: Ground to waist
- Description: As needed for activities including repair and construction projects; retrieval, set-up, breakdown and replacement of project equipment; confined space entry set-up/breakdown, accessing vaults including a davit arm, collections infrastructure repair, flood preparations.

61 to 120 lbs. (two-person lifts):

- Objects: 32' extension ladder, AA frame ladder, forklift propane cylinder [63 pounds shoulder height], 2' submersible pump, portable railing anchor plate, trash pumps, vault lid, electric motors, confined space base tripod, bollards, jumping jack, steel manhole covers, steel piping, 15' or more of large suction hose, generator, 8" x 20' suction pipe, large steel stormwater grating, various steel valves, flanges, elbows up to 150 lbs.
- Average Frequency: As assigned - 1 to 4 times per month
- Average Duration: Seconds at a time
- Maximum Frequency: As assigned – 4 times per week
- Maximum Duration: Seconds at a time
- Distance: Less than 25 feet
- Height: Ground to waist
- 55-gallon drums
- Description: As needed for non-routine projects and activities including repair, replacement or construction projects; confined space entry set-up/breakdown, accessing vaults, collections infrastructure repair. Lifting straps are to be used if safety will be increased.

120+ lbs. Not a job requirement, any lifts above this threshold will be accomplished via lifting equipment.

Dragging/Pulling:

76 to 100 lbs. (single-person pulls):

- Objects: Floor jack, manhole covers, 100' of charged 1" water line, charged suction lines, metal grating, aluminum pipe, heavy duty electrical wire, long sections of plastic or wood, collections equipment jetting lines, collections camera tether/cable
- Average Frequency: 4 times per month
- Average Duration: Seconds to less than 10 minutes at a time
- Maximum Frequency: Four times per week
- Maximum Duration: 5 minutes
- Distance: Less than 5 feet to 100' feet for collections lines
- Height: Ground level or partial lift of one end from ground
- Description: A combination of pulling and/or partial lifting as needed to move heavy objects including using a floor jack, removing and replacing a manhole lid with a metal hook, dragging hose, dragging lengths of pipe, wood or metal, dragging metal grating. Lifting straps are to be used if safety will be increased.

Grasping:

Simple:

- Average Frequency: Ongoing - tasks performed throughout shift
- Average Duration: Seconds to less than 15 minutes at a time
- Maximum Frequency: Ongoing - tasks performed throughout shift
- Maximum Duration: Seconds to less than 15 minutes at a time
- Description: Performs while operating a variety of equipment (forklifts, truck, golf cart, tractor, backhoe, etc.); operating small power tools; using small hand tools; retrieving and relocating miscellaneous tools, parts; utilizing a telephone handset, handling paperwork; utilizing calking and grease guns; spraying aerosol cans; painting with rollers or brushes, mopping, sweeping, vacuuming, landscaping; scraping, utilizing a squeegee; any grasping necessary to complete required lifts/carries below 25 lbs. Unilateral and bilateral hand use.

Power:

- Average Frequency: Routine- 1 per hour
- Average Duration: Seconds to less than 15 minutes at a time
- Maximum Frequency: 8 times per hour
- Maximum Duration: Seconds to less than 15 minutes at a time
- Description: Performs while utilizing a shovel, digging bar or pick while digging; operating a jackhammer in conjunction with pushing, pulling, partial lifting and guiding; utilizing wrenches to remove or secure and torque bolts; using pry bars, wrenches, levers; tie down and securing equipment; utilizing wide variety of power tools grinders, electric chop saw, presses, drills, chainsaw, installing cabinetry including repairing walls. Any grasping necessary to complete required lifts/carries and pulls above 25 lbs. Unilateral and bilateral hand use.

Fine Manipulation:

- Average Frequency: 4 times per day
- Average Duration: Seconds to less than 5 minutes at a time
- Maximum Frequency: 2 to 3 hours
- Maximum Duration: Seconds to less than 10 minutes at a time
- Description: Performs while using of small hand tools (screwdrivers, small sockets, Allen wrenches, etc.), placing bolts, nuts, screws, nails, small parts; joining small components; using electrical testing equipment; making equipment adjustments, using machine-user interfaces, utilizing a writing utensil, using computer keyboards/tablets and mouse, touchpad or touch screens; using telephone. Unilateral or bilateral hand use.

Machine/Tools:

The machines and tools listed here are representative of those an employee encounters while performing the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions:

- Drills
- Pneumatic nail gun
- Pliers
- Tape measures
- Sockets
- Socket adapters
- Ratchets
- Wrenches
- Screwdrivers
- Reciprocating saws
- Hammers
- Diagnostic tools
- Allen wrenches
- Digging bar
- Pick
- Writing utensil
- Telephone handset
- Sledgehammer
- Grinders
- Air tools
- Grease gun
- Skill saw
- Levels
- Square
- Wire strippers
- Spray can
- Roto hammer
- Jackhammer
- Pipe wrenches
- Presses
- Chop saw
- Computer keyboard, mouse, monitor
- Band saw
- Cut off saw
- Forklift
- 28-ton truck
- Golf cart
- Tractor
- Backhoe
- Aerial lift
- Dollies
- 4-wheeled cart
- Wrenches
- Motors
- Ladders
- Valves
- Generators
- Electric snakes
- Rollers
- Blowers
- Vacuum
- Broom
- Mop
- Squeegee
- Paint brushes

Weights and Measures:

The items listed here to be weighed or measured are representative of those an employee encounters while performing the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions:

Items Weighed:

- 4" C-900 pipe fitting – 6 lbs.
- 6" C-900 pipe fitting – 12 lbs.
- Gas Can (2 gallon) – 13 lbs.
- Suction hose (2" x 20' Green PVC) – 16 lbs.
- 6" x 4" I-beam – 20 lbs.
- Flow thru plug 6-8" – 20 lbs.
- 8" C-900 – 23 lbs.
- Pneumatic plug 10-18" – 25 lbs.
- Pipe (4" x 20' SDR 35) – 27 lbs.
- 3/8" chain – 28 lbs.
- Valve box lid (B12) – 28 lbs.
- Shoring (2' x 24-36" cylinder) – 30 lbs.
- Discharge hose (2" x 50' blue PVC) – 30 lbs.
- Cut off saw (hot saw) – 32 lbs.
- Jack hammer (30 pound) – 33 lbs.
- Gas can (5 gallon) – 33 lbs.
- Firehose (2.5" x 50') – 34 lbs.
- Confined space blower – 35 lbs.
- Electric motor (1 HP) – 35 lbs.
- Ventilation Blower (12V) – 36 lbs.
- Confined space winch – 41 lbs.
- Storm drain inlet (2x2) – 42 lbs.
- 20' extension ladder – 42 lbs.
- Concrete/Asphalt debris – 50 lbs.
- 6' plug hand crank – 50 lbs.
- Standard wheelbarrow (full) – 50 lbs.
- Metering vault lid (open) – 52 lbs.
- 28' extension ladder – 57 lbs.
- Traffic valve box (G5) – 58 lbs.
- Sandbags – 60 lbs.
- Pipe (4"x6' mission clay) – 60 lbs.
- Perma-Patch sack (60 pound) – 60 lbs.
- Concrete sack (60 pound) – 60 lbs.
- 2" Submersible sump pump – 60 lbs.
- Pipe (6"x20' SDR 35 – 61 lbs.
- Bumper crane assembly – 62 lbs.
- Lumber boards (2"x12"x16') – 64 lbs.
- Jack Hammer (60 pound) – 65 lbs.
- 2x4 grate – 71 lbs.
- Jet hose (pulling) – 71 lbs.
- Bollards (remove and replace) – 72 lbs.
- 32' extension ladder – 72 lbs.
- 4" plug valve – 75 lbs.
- 24" Manhole lid (open/lift) – 75 lbs.
- Concrete Sack (90 pound) – 90 lbs.
- Plywood (4'x8'x 1 1/8") – 94 lbs.
- Confined space base (tripod) – 95 lbs.
- Valve box (B12) – 96 lbs.
- Jack hammer (90 pound) – 97 lbs.
- Move furniture – 100 lbs.
- 2" Trash Pump (187 GPM) – 104 lbs.
- Pipe (8"x20' SDR 35) – 110 lbs.
- 4" gate valve – 114 lbs.
- 6" gate valve – 194 lbs.
- Manhole lid (36" diameter) – 229 lbs.
- 55-gallon drums- 458 lbs.

PERSONAL PROTECTIVE EQUIPMENT

Depending on the hazard, the employee is required to wear head, hearing, eye, foot, face, respiratory, body harness, and/or hand protection.

ENVIRONMENTAL ELEMENTS

- Employee is frequently exposed to outside weather conditions
- Employee is occasionally exposed to high, precarious places
- Employee is exposed to confined spaces; fumes or airborne particles; toxic or caustic chemicals
- Employee is exposed to unpleasant smells and odors
- Employee is exposed to moderate cold, moderate heat
- Employee is exposed to risk of electrical shock or mechanical hazards
- Employees in this classification may perform duties that involve a potential risk of exposure to blood-borne pathogens
- The noise level in the work environment is usually loud
- Employee, as needed, works indoors, office setting, climate controlled

NOTICE: The examples of functions, responsibilities, work environment, physical demands etc. listed in this Job Analysis are representative only, and not exhaustive of the tasks that an employee may be required to perform.