



WEBER BASIN WATER CONSERVANCY DISTRICT

CONSTRUCTION & MAINTENANCE WORKER I-A

Department: Construction & Maintenance

Safety-Sensitive

Regular Full-time (FT40)

Non-exempt hourly

Grade 1

M-F 7:00 a.m. - 3:30 p.m.

JOB SUMMARY

Initially under immediate and subsequently close supervision from a supervisor or crew chief, performs a variety of unskilled and semi-skilled construction, maintenance, repair, operations, dump truck driving and snow removal work in the District's departments.

This position may advance to C&M Worker I-B (Grade 2), C&M Worker I-C (Grade 3), C&M Worker II (Grade 4), and C&M Worker III (Grade 5) upon manager recommendation and approval, positive performance reviews, and additional requirements listed below, have been met.

This position is classified as safety sensitive and is subject to random drug testing.

ESSENTIAL JOB FUNCTIONS (Not necessarily a comprehensive list.)

- Operates specialized heavy equipment such as 10-wheel dump trucks, front-end loaders, backhoe, trenching equipment, snowplow and other similar equipment in the construction, maintenance and repair of District facilities.
- Loads, unloads, and cleans trucks and equipment.
- Operates light equipment such as lawn mowers, rollers, cement mixers, pick-ups, tractors, and fork lifts.
- Performs a variety of ground maintenance and construction work, such as digging holes and clearing weeds, requiring the use of hand and power tools, such as weed-eater, rakes, shovels, etc.
- Moves various construction materials such as sand, salt, gravel, dirt, etc.
- Installs new water lines, builds meter boxes, builds extensions to raise and lower existing boxes as needed.
- Performs installation or repair of water service connections, water lines and meters, repairs or replaces water meters; cleans and maintains storage tanks, pump houses, and checks PRV stations.
- Services equipment; performs routine maintenance and emergency repairs; reports mechanical problems for shop repair.
- Participates in work site safety procedures; sets up barricades, safety signs and signal equipment; may perform flagging assignments on work zone safety.
- Performs general maintenance functions such as painting, pouring and finishing cement, carpentry, plumbing, instrument repair, welding, snow removal, etc.

- Promotes and adheres to the District's core values (collaboration, ownership, mutual respect, professionalism, appreciation, safety and sustainability).

OTHER JOB FUNCTIONS (Not necessarily a comprehensive list.)

- Maintain good personal habits in cleanliness and maintenance of vehicles and equipment.
- Participates in the District's safety program.
- Completes trainings as assigned.
- Performs other duties as assigned.

NOTE: Essential and Other job functions are subject to change depending on District needs and the individual in this position may be required to perform other jobs. Any of the herein-stated requirements and conditions are subject to approval and/or waiver by the General Manager. The regular work schedule is subject to change depending on the District needs for this position.

MINIMUM QUALIFICATIONS (The education and experience requirements for this job may be satisfied by any acceptable equivalent combination of education and experience.)

Education: High school graduation or equivalent with courses in industrial arts, mechanics, or general vocational education.

Experience: Prior experience is not required although some experience would be beneficial.

Knowledge: Basic knowledge of the types and uses of common hand tools, materials and equipment used in general maintenance, construction, repair and laboring work. Should be familiar with basic safety practices.

Skills: Must be effective in a wide range of situations. Must have basic maintenance skills and good interpersonal skills.

Abilities: Ability to learn the methods, materials and equipment necessary to perform heavy manual labor in all weather conditions; ability to lift at least 50 pounds on a regular basis; ability to perform manual labor for several hours at a time; ability to learn more completely basic safety practices and procedures; ability to follow instructions; ability to work effectively with other District personnel.

Special Qualifications: Must obtain Class A or B, Commercial Driver's License (CDL) within 3 months of hire. Obtaining a Class A CDL is preferred and required for future advancements. Must have and maintain a valid Utah driver's license and an acceptable driving record per District policy.

WORKING CONDITIONS

Work Environment: While performing the duties of this job, the employee regularly works in outside weather conditions. The employee frequently works near moving mechanical parts and is frequently exposed to wet and/or humid conditions and vibration. The employee occasionally

works in high, precarious places and is occasionally exposed to fumes or airborne particles, toxic or caustic chemicals, and risk of electrical shock. The noise level in the work environment is usually moderate.

Physical Demands

Tasks require variety of physical activities, generally involving muscular strain, related to walking, standing, stooping, sitting, reaching, and lifting. Talking, hearing and seeing are essential to performing required job functions. Common eye, hand, finger dexterity exists. Mental application utilizes memory for details, verbal instructions, emotional stability and critical thinking. Daily local travel required in normal course of job performance.

CAREER ADVANCEMENT

C&M WORKER I-B ADDITIONAL REQUIREMENTS – GRADE 2

Must possess and maintain a valid Class A or B, Commercial Driver’s License (CDL) in good standing.

C&M WORKER I-C ADDITIONAL REQUIREMENTS – GRADE 3

Required Trainings: Flagman certification; trench safety; and confined space training.

Experience: Two or more years of experience in construction or areas related to the District.

Special Qualifications: Must possess and maintain a valid Class A or B, Commercial Driver’s License (CDL) in good standing.

C&M WORKER II ADDITIONAL REQUIREMENTS – GRADE 4

Required Trainings: Flagman certification; trench safety; and confined space training.

Experience: At least three years of experience in the construction or field. Two or more years of District specific experience.

Knowledge: Knowledge of different material types for pipe fittings. Know how to read a O.D. tape and apply it to material type. Knowledge of pumps and ground water. Knowledge of District facilities and operations. Knowledge of compaction testing and how compaction equipment works.

Skills: Must have demonstrated ability to perform and understand pipeline installation, small (1”-4”) meter installation, and concrete forming and finishing. Must have demonstrated ability to safely operate equipment such as load dump truck with loader. Must demonstrate skill in transporting small equipment with dump truck and trailer and load small equipment and secure with chains and binders. Ability to load salt. Form, grade, pour, and finish concrete and figure yardage.

Abilities: Must be able to read and understand plans such as grades, take off amounts, cuts and fills. Demonstrated ability to use computers and understand the work order system and how to input equipment repairs. Able to grade trench, install pipe of all sizes and different materials.

Other Qualifications: Must possess and maintain a valid Class A, Commercial Driver's License (CDL) in good standing.

C&M WORKER III ADDITIONAL REQUIREMENTS – GRADE 5

Required Trainings: Flagman certification; trench safety; and confined space training.

Experience: At least five years of construction and maintenance experience with the District. At least one year of supervisory experience.

Knowledge: Knowledge of different material types for pipe fittings. Know how to read a O.D. tape and apply it to material type. Knowledge of pumps and ground water. Knowledge of District facilities and operations. Knowledge of compaction testing and how compaction equipment works.

Skills: Must have demonstrated ability to perform and understand pipeline installation, small (1"-4") meter installation, and concrete forming and finishing. Must have demonstrated ability to safely operate equipment such as load dump truck with loader. Must demonstrate skill in transporting small equipment with dump truck and trailer and load small equipment and secure with chains and binders. Ability to load salt. Form, grade, pour, and finish concrete and figure yardage.

Abilities: Must be able to read and understand plans such as grades, take off amounts, cuts and fills. Demonstrated ability to use computers and understand the work order system and how to input equipment repairs. Able to grade trench, install pipe of all sizes and different materials.

Leadership: Must have leadership skills to successfully lead 2-3 man crews for small projects such as meter pit install or pipeline repair.

Other Qualifications: Must possess and maintain a valid Class A, Commercial Driver's License (CDL) in good standing. Must possess and maintain Level IV Water Distribution Certification from the State of Utah.

HIRING POLICIES

The District provides equal opportunity to all employees and applicants for employment without regard to race, color, national origin, religion, sex, age, disability, sexual orientation, or any other category protected by applicable law. Weber Basin Water Conservancy District will not refuse to hire a disabled individual who is capable of performing the essential requirements of the position with reasonable accommodations when they do not create an undue hardship.

Any applicant who is chosen as the top candidate for the position will be required to submit to a physical examination to determine if he/she is able to perform job-related functions, and submit to and pass a background and motor vehicle records check. Hiring is also conditioned upon submission to and successfully passing of a urine test to screen for the presence of drugs and alcohol.