

PLANT OPERATOR (SBP*)

This recruitment is open until the position is filled or a sufficient number of applications have been reviewed to establish a qualified candidate pool.

First review of applications will occur on 01/27/2022.

Salary Range:

\$25.09 - \$36.89 per hour w/ Skill Based Pay (SBP)

Trade specific training (SBP)* potential earnings is \$25.09 - \$36.89 per hour not counting team pay and based upon a full-time schedule. These earnings do not include overtime (OT).

The potential earnings Annualized Pay (without OT): \$52,193 - \$76,735

*Skill Based Pay (SBP) is in addition to the employee's base salary and is based upon attaining skill blocks (trade areas). See **Skill Based Pay Plan @ <https://www.tempe.gov/home/showdocument?id=1835>**

City of Tempe Employment Benefits

- **Annual Salary Increase (July 1); currently 3.5% through**
- **11 Paid Holidays, Personal Day, Winter Holiday Leave, Sabbatical Leave**
- **Vacation Accrual; 9.33 hours/month (for years 0-4)**
- **Sick Leave Accrual; 8 hours/month**
- **Uniform, Jeans and Safety Boot Allowance**
- **Medical, Dental and Vision Benefits**
- **Health Spending Account for medical expenses, \$53.26/month (\$639/year)**
- **Tuition Reimbursement; \$6,000/year**
- **Retirement Pension through Arizona State Retirement System**
- **Supplemental Retirement Plans through Nationwide; 457, 401K, and Employer contribution**
- **Supplemental Paid Family Leave in conjunction with FMLA**

Department / Division:

Municipal Utilities / Water Utilities

Job Type:

Full-Time Regular

This position is classified as safety sensitive.

Schedule:

Initial training schedule will be Monday through Friday, 7:00 a.m. - 3:30 p.m., but may require working any shift in a 24-hour period, including day, evening, midnight, weekend, and holiday shifts as well as callout or callback at any time due to staff shortages or emergencies in order to facilitate and sustain operations.

Job Number:

RC#901481

The City of Tempe participates in the Arizona State Retirement System (ASRS) Defined Benefit plan with mandatory employer and employee contributions currently at 12.41%. ASRS pension plan includes a Long-Term Disability Benefit. We also offer a comprehensive benefits package including vacation, sick leave, holiday and short-term disability. Our employees have generous insurance options for medical, dental, vision and life. For more details, visit:

<https://www.tempe.gov/government/human-resources/careers/benefits-summary>

DESCRIPTION

The Plant Operator performs a variety of skilled technical duties and tasks in the operation, maintenance and testing at the City's water treatment plant facility.

Duties include, but are not limited to, the following:

- Monitor treatment plant functions by reading gauges, graphs, meters and control panels; perform and evaluate chemical tests to determine adjustments necessitated by changing processing needs, adjust pumps, flow valves and chemical systems;
- Make regular rounds of the plant performing a variety of duties pertaining to water treatment and plant maintenance; observe variations in operating conditions and monitor plant functions by interpreting computer information (i.e. SCADA), meters, gauge, graph and control panel readings as well as lab test results to determine processing requirements;
- Collect liquid samples and perform a variety of laboratory tests; document results and take appropriate actions; enter data into a computer and compile readings and test results into hourly, daily and monthly reports;
- Operate valves, gates, pumps, motors and generators in controlling treatment processes; perform routine maintenance work on valves, chemical feed systems and related equipment as required;
- Assist in the training other staff as well as mentoring Plant Operator Trainees in plant operations as needed.

MINIMUM QUALIFICATIONS

Work Experience:

Requires one year of qualifying experience as a Grade II or higher plant operator performing operation duties in a water treatment facility.

Candidates must have the minimum amount of work experience. Years of experience are based upon a full-time work schedule (2,080 hours per year). The sum of an applicant's full-time and/or part-time qualifying work experience must meet or exceed the stated minimum qualification. Education will not substitute for the required work experience; however, related unpaid and/or volunteer work experience may be used as qualifying work experience.

Education:

Requires the equivalent to completion of the twelfth grade. Coursework in water treatment, chemistry, biology or a degree related to the core functions of this position is preferred.

The term "equivalent" means that directly related work experience exceeding the required work experience will substitute in equal time increments for college-level education, for example: one

year of additional directly related work experience will substitute for one year of college education (30 credit hours).

Certification, Licenses, and/or Registrations:

- Possession of Grade II Water Treatment certification issued by the State of Arizona or its equivalent in another state or jurisdiction (reciprocity).
- Possession of, or, required to obtain within six months from date of hire, a Grade III Water Treatment certification issued by the State of Arizona.
- Possession of a valid driver's license.

ADDITIONAL REQUIREMENTS

Applicants considered for this job classification must pass the following:

- Criminal history background investigation
- Pre-employment or pre-placement alcohol, drug and/or controlled substance testing. Employees in this safety-sensitive job classification are prohibited from all marijuana usage whether medical or recreational
- Post offer / pre-employment physical

ESSENTIAL FUNCTIONS

For a complete list of job descriptions for the City of Tempe go to:

[Job Descriptions | City of Tempe, AZ](#)

This position is FLSA Non-Exempt – eligible for overtime compensation and/or compensatory time.

Employees in this position are represented by the United Arizona Employee Association (UAEA).

EQUAL EMPLOYMENT OPPORTUNITY: *The City of Tempe is an Equal Opportunity / Reasonable Accommodation employer. The City does not discriminate on the basis of race, color, gender identity, sexual orientation, religion, national origin, familial status, age, disability, and United States military veteran status. Pursuant to the Americans with Disabilities Act, the City will make a reasonable accommodation(s) during the recruitment & selection process. Persons with a disability may request a reasonable accommodation by contacting Human Resources at 480-350-8276. Requests should be made as early as possible to allow time to arrange the accommodation.*