



# City of Tempe

## PLANT OPERATOR II+

JOB CLASSIFICATION INFORMATION			
<i>Job Code:</i>	529	<i>Department:</i>	Municipal Utilities
<i>Supervision Level:</i>	Non-Supervisor	<i>State Retirement Group:</i>	ASRS
<i>Status:</i>	Classified	<i>Market Group:</i>	Plant Operator II+
<i>Safety Sensitive / Drug Screen:</i>	Yes	<i>Physical:</i>	Yes

Click [here](#) for more job classification information including current salary range.

DISTINGUISHING CHARACTERISTICS
This is the journey level class within the Plant Operator series. Movement of an employee to Plant Operator II+ is determined by the department and requires the employee to meet the minimum qualifications, pass probation, attain appropriate Arizona Department of Environmental Quality (ADEQ) certifications and perform the full range of operations duties at the journey level. The primary function of an employee in this class is to perform technical operations, preventative and corrective maintenance work of plant equipment at a water and/or wastewater treatment plant.

REPORTING RELATIONSHIPS
Receives supervision from a Plant Superintendent or other supervisory staff.

MINIMUM QUALIFICATIONS	
<i>Experience:</i>	Two (2) years of experience in treatment operations and/or maintenance of a water or wastewater utility or in a related industry.
<i>Education:</i>	High school diploma, GED or equivalency. Course work in water treatment, chemistry, biology, or a degree related to the core functions of this position is preferred.
<i>License / Certification:</i>	<ul style="list-style-type: none"> <li>● Possession of a valid driver’s license.</li> <li>● Possession of an ADEQ Grade 2 Water Treatment Operator Certification or an ADEQ Grade 2 Wastewater Treatment Operator Certification based on assignment.</li> </ul> <p><b><u>When assigned to Water Treatment Facilities:</u></b></p> <ul style="list-style-type: none"> <li>● Possession of or required to obtain within six (6) months an ADEQ Grade 3 Water Treatment Operator Certification.</li> </ul>

## ESSENTIAL JOB FUNCTIONS

Essential job functions are the fundamental duties of a position: the things a person holding the job absolutely must be able to do.

To actively support and uphold the City's stated mission and values. To perform a variety of skilled technical duties and tasks in the operation, maintenance and testing at the City's water or wastewater treatment plant facilities based on assignment. Monitor plant functions, collect samples, perform laboratory testing and adjust chemical feeds and equipment to adhere regulatory compliance.

## OTHER DUTIES AS ASSIGNED

Please note this job description is not designed to cover or contain a comprehensive listing of all activities, duties or responsibilities that are required of the employee for this job. Duties, responsibilities and activities may change at any time with or without notice.

- Respond to customer inquiries or refer to the attention of a superintendent.
- Follow safety regulations and safe work practices at facilities, including traffic/barricade compliance and confined space entry procedures; adhere to all Occupational Safety and Health Administration and water treatment guidelines.
- Follow laboratory procedures and practices; evaluate treatment processes, such as pH, jar testing, residual chlorine, turbidity, chloride, total alkalinity, total hardness, calcium hardness, magnesium hardness, temperature and residual fluoride.
- Monitor treatment plant functions by reading gauges, graphs, meters and control panels; perform and evaluate chemical tests to determine adjustments; adjust pumps, valves and chemical systems; shut down and start plant processes as necessary.
- Perform routine rounds of the plant and execute duties pertaining to water and/or wastewater treatment and plant maintenance; observe variations in operating conditions and monitor plant functions by interpreting data through the Supervisory Control and Data Acquisition (SCADA) system.
- Collect samples and perform a variety of laboratory tests; document results and take appropriate actions; record process control data.
- Assist in training and mentoring employees in the Plant Operator I+ classification, as needed.
- Communicate and coordinate with SCADA Control Center, security, contractor, vendor, delivery and trade personnel.
- Perform a variety of plant maintenance duties (i.e., grease chains, shafts, sprockets, rails, pipes and bearings); wash and clean basins and channels; paint and repair facility structures; perform preventative maintenance on chemical feed systems; repair piping, pumps and valves.
- Perform activities such as washing equipment, structures and machinery, painting and grounds maintenance.
- Inspect buildings, grounds, pump stations and equipment for conformance to safety standards and security requirements.
- Receive and test chemical deliveries.
- Assess and report equipment conditions and generate work orders.
- Adhere to Standard Operating Procedures (SOPs), Job Hazard Analysis (JHAs) and Safety Data Sheets.
- Assist in the development of SOPs and JHAs.

- Respond to and communicate with superintendents and co-workers regarding potential hazards.
- Perform Confined Space Entry duties as entrant, attendant and/or Authorized Entry Supervisor as plant duties necessitate.
- Respond to emergency situations and alarms, such as power outages, system and fire alarms, and adverse water treatment conditions.
- Initiate and complete Computer Maintenance Management System work orders.
- Perform related duties as assigned.

## COMPETENCIES

CLASSIFICATION LEVEL	INCLUDES	COMPETENCIES
Foundational	All Employees	Inclusion, Communication, Interpersonal Skills, Integrity, Professionalism, and Willingness to Learn
Non-Supervisory	In Addition >	Teamwork, Customer Service, Initiative, and Dependability / Reliability
Supervisory	In Addition >	Staffing, Monitoring Work, Delegating, Development / Mentoring, and Support Others
Manager	In Addition >	Preparing / Evaluating Budgets, Monitoring / Controlling Resources, and Motivating / Inspiring
Deputy Director	In Addition >	Entrepreneurship and Networking
Director	In Addition >	Organizational Vision
<p><i>For more information about the City of Tempe's competencies for all classifications:</i>  <a href="#">City of Tempe, AZ : Competencies</a></p>		

## JOB DESCRIPTION HISTORY

*Effective February 2000*  
*Revised September 2005 (separated reclamation assignment)*  
*Revised October 2006 (updated entire job description)*  
*Revised February 2008 (add Kyrene MQs and duties)*  
*Revised February 2014 (remove Kyrene MQs and duties)*  
*Revised January 2017 (add physical/mental activities)*  
*Revised March 2019 (PW reorg – moved to Municipal Utilities Dept.)*  
*Revised November 2022 (remove SBP, update distinguishing characteristics, reporting relationships, min qualifications, and job duties)*

## PHYSICAL DEMANDS AND WORK ENVIRONMENT

**Job Title: Plant Operator II+**

**Job Code: 529**

VEHICLE OPERATION	YES	NO
Will this position drive a City vehicle?	X	
Will this vehicle require a Commercial Drivers License?		X

	Never	Occas.	Freq.	Contin.
	0% of time	1-35% of time	36-65% of time	66-100% of time

ENDURANCE				
Sit		X		
Stationary / Stand			X	
Move / Traverse			X	

WORK WITH OR EXPOSURE TO THE FOLLOWING				
Machinery*		X		
Electrical*			X	
Power Tools*		X		
Hand Tools*			X	
Personal Protective Equipment*				X
Fumes			X	
Computer Software				X
Chemicals				X

ENVIRONMENT				
Indoors		X		
Outdoors			X	
Working in or around water				X
Extreme Heat			X	
Extreme Cold		X		
Office Setting			X	
Confined Spaces		X		
Excessive Noise**			X	
Heights		X		
Sewage Exposure		X		
Bodily Fluid Exposure	X			

VISION REQUIREMENTS	YES	NO
<b>Close</b> (clear vision at 20 inches or less)	X	
<b>Distance</b> (clear vision at 20 feet or more)	X	
<b>Color</b> (ability to identify and distinguish colors)	X	
<b>Depth Perception</b> (three-dimensional vision, ability to judge distances and spatial relationships)	X	
<b>Peripheral</b> (ability to observe an area that can be seen up and down or to the left and right while eyes are fixed on a given point)	X	
<b>Ability to adjust focus</b> (ability to adjust the eye to bring an object into sharp focus)	X	
<b>No Special Vision Requirements</b>		X

Maximum LIFT / CARRY	Lift	Carry
5-25lbs		
26-50lbs		
51-75lbs	X	X
76-100lbs		

Maximum PUSH / PULL	Push	Pull
5-25lbs		
26-50lbs		
51-75lbs		
76-100lbs	X	X

MOVEMENT	YES	NO
Bend / Stoop / Twist	X	
Crouch / Squat	X	
Kneel / Crawl	X	
Above Shoulder Level	X	
Below Shoulder Level	X	
Repetitive Arm Use	X	
Repetitive Wrist Use	X	
Repetitive Hand Use	X	
Climb Stairs / Ladders	X	
Neck Range of Motion	X	
Traverse Uneven Surface	X	
Traverse Even Surface	X	

ADDITIONAL CONSIDERATIONS:
- Must be physically present
- May require working extended hours, including holidays, weekends, nights, and callbacks. Assignments require stand-by shifts outside the normal work schedule.
- May work alone for extended periods of time.
- Other mental attributes essential to this classification.

*DEFINITIONS/EXAMPLES
<b>Machinery:</b> bucket truck, riding mowers, backhoe etc.
<b>Electrical:</b> wiring, outlets, fuses etc.
<b>Power Tools:</b> push mowers, jackhammers, drills, chainsaw etc.
<b>Hand Tools:</b> hammers, wrenches, shovels, wheel barrels, saws etc.
<b>Personal Protective Equipment:</b> respirators, Tyvek coveralls, hard hats, fall protection harness etc.

**\*\* Hearing test is required**