



City of Ames
Water/Wastewater Laboratory Technician

SALARY	\$27.15 - \$35.26 Hourly \$56,472.00 - \$73,340.80 Annually	LOCATION	515 Clark Avenue, Ames, IA, 50010, IA
JOB TYPE	Full-Time	JOB NUMBER	26-5140-01
DEPARTMENT	Water & Pollution Control	OPENING DATE	06/08/2026
CLOSING DATE	6/26/2026 12:00 PM Central	FLSA	Non-Exempt
BARGAINING UNIT	FBC	RESIDENCY REQUIREMENT?	Yes

Centrally located in the heart of Iowa, Ames is a vibrant, progressive community with more than 66,000 residents providing an excellent quality of life. Home to Iowa State University, Ames offers year-round recreation opportunities, diverse cultural offerings, a stable economy, safe neighborhoods, and a high-achieving school district.

General Information

The City of Ames is conducting a recruitment to establish a Civil Service eligibility list for this classification. The list will be valid for up to one year from the date of certification by the Ames Civil Service Commission and may be used to fill one or more vacancies in this classification. In addition, City of Ames Civil Service employees who have previously held Civil Service status in this classification and are interested in voluntarily demoting or laterally transferring into the current vacancy must submit their application by the deadline.

This position performs a hybrid of compliance and regulatory lab work and field sampling within the guidelines for the City's state certified environmental laboratory. Under immediate supervision, this position collects and prepares samples and performs a variety of chemical tests to determine quality of City water, wastewater, and sludge before and after treatment; enters data and performs routine quality assurance; maintains equipment and cleans the laboratory; performs related work as required.

In order to be considered for this position, all applicants must submit their online application by the deadline listed on this posting. Your application includes complete responses to the supplemental questions. Please keep in mind that submission of a resume in lieu of work history on your application or answering the supplemental questions is not sufficient.

Schedule:

Monday through Friday, 7:30am to 4pm, with occasional Saturday and holiday coverage.

Salary

This position has specific steps of pay defined by months of service. *The starting salary for this position is \$27.15/hour until June 30, 2026. As of July 1, 2026, the starting salary will be \$28.10/hour.*

Benefits

Our comprehensive benefits package can be viewed at [City of Ames Benefits](#) .

Public Service Loan Forgiveness (PSLF) Program:

The PSLF Program is a federal program that is intended to encourage individuals to work in public service by forgiving the balance of their federal student loans. To qualify, the individual must have made 120 qualifying payments while employed by a qualifying employer. For more information, please visit:

[PSLF Program](#)

Examples of Essential Job Functions

Performs routine laboratory procedures such as sampling, weighing, recording, calibrations, pH, titrations, ion-selective electrodes, reagent preparation, etc; performs water distribution sampling, stream sampling, raw groundwater sampling in the field multiple days of the week, along with assigned special projects. Assists other lab staff in setting up, performing, and cleanup after a variety of chemical and microbiological analyses; cleans glassware, countertops, samplers, sampling locations, and laboratory equipment. Calculates and records laboratory data, enters data into computer, and assists in preparation of periodic reports for plant management and regulatory agencies. Also, updates chemical inventory as required.

Other Job Functions:

Guides or assists in guiding individuals or groups of visitors around the laboratory. Perform extra sampling and laboratory duties in connection with special water/wastewater plant or research projects. Exercises unwavering and courteous customer service to the public when collecting samples during service calls for individual water distribution system locations and during non-routine water main breaks.

Each employee is expected to continually strive to bring shared values to life through our Excellence Through People organizational culture. ETP values include: committing to continuous improvement; inspiring creativity and innovation; being customer driven; making data-driven decisions; championing employee involvement; striving for excellence; having fiscal stewardship; acting with honesty and integrity; exhibiting leadership; choosing a positive attitude; respect and dignity for one another; promoting safety and wellness; and cultivating teamwork. For leaders, this includes creating a work culture that brings these values to life. For all employees, this includes maintaining a Total City Perspective. The purpose of ETP is to deliver exceptional services to the public at the best price, and for employees to experience an enjoyable and stimulating work environment.

Qualifications**Education and Experience:**

Two years of college, including course work in chemistry and algebra; and, at least 3 months experience in a lab environment are required; or an equivalent combination of education and experience. A Bachelor's degree in Chemistry, or related field in education, at least 3 months experience in water/wastewater or environmental lab work including aseptic sample collection techniques for microbiology are also preferred.

Each applicant must supply a copy of their college transcripts to verify the courses they have passed by the deadline of this posting.

Licenses and Certificates:

Valid Driver's License is required.

Knowledge, Skills, and Abilities Necessary to Perform Essential Functions:

General knowledge of the basic principles of chemistry as they apply to water and wastewater laboratory analyses; general knowledge of the operation and care of basic modern laboratory instruments and equipment; knowledge of basic math and simple algebra; general knowledge of computers, word processing, and spreadsheet software. Ability to work safely with laboratory equipment and chemicals; ability to understand and to follow set procedures, instructions, and safety rules; ability to learn and to accurately perform a variety of laboratory analyses; ability to provide acceptable results for quarterly proficiency testing (external "blind") samples for all test methods; ability to understand and follow quality assurance protocols; ability to maintain accurate and legible records; ability to establish and to maintain effective working relationships with co-workers, within and outside of the immediate department, and the general public and to demonstrate courteous and unwavering customer service skills, especially during challenging situations; ability to safely handle laboratory equipment, and delicate glassware and instruments; ability to read analytical results and to record data; ability to calculate and understand formulas, ratios, multiplication factors, percent difference, and percent recovery.

Supplemental Information

General Physical Characteristics:

Work involves standing or walking approximately 75% of the time and sitting 25% of the time; lift up to 70 pounds occasionally, and/or up to 50 pounds frequently, and/or up to 10 pounds constantly to move objects.

Vision Requirements:

The minimum standard for use with those whose work deals largely with preparing and analyzing data and figures, accounting, transcription, computer terminal, visual inspection involving small defects or parts, assembly of parts at distances close to the eyes, distinguishing colors, and measuring liquids, weights or distances.

Required Physical Activities:

Climbing, balancing, stooping, kneeling, crouching, crawling, reaching, standing, walking, talking, hearing, pushing, pulling, lifting, finger dexterity, pinching, grasping, feeling, repetitive motions.

Environmental Conditions:

The work is performed inside and outside and includes being exposed to cold, heat, mechanical hazards, electrical hazards, chemical hazards, atmospheric and habitat conditions that effect the respiratory system or skin, and confined spaces.

Equipment Essential to the Job:

Dishwasher, pipette washer, ISE meters, conductivity meter, turbidity meter, dissolved oxygen meter, ion-selective electrodes, analytical balance, pan balance, centrifuge, desiccator, water purification equipment, fume hood, spectrophotometer, autoclave, incubator, water bath, refrigerator, freezer, drying oven, muffle furnace, titration equipment, thermometers, hotplates, digestion apparatus, Bunsen burner, vacuum filtration equipment, pipettes, micro-pipetter, glassware, hazardous chemicals and materials, flammable storage, safety equipment, calculator, personal computer, spreadsheet software, word processing software, email and electronic calendar, database software, computer printer, telephone, sampling equipment, car or light truck, SDS documentation, laboratory SOP and Quality Control

manuals, Standard Methods, EPA Methods, personnel policies manual, employee benefits manual.

Selection Process:

The selection process consists of an evaluation of education and experience; written exam; phone interview; hiring assessment; on-site interview, which will include a manager meeting and written exercise; and completion of references and a criminal background check, which includes a sex offender registry check and MVR review. All candidates will be notified by email of their application status.

****Preference may be given to applicants possessing qualifications above the minimum.****

Depending on the number of qualified candidates after the written exam, the City may forego phone interviews.

Written Exam:

The date will be communicated to each qualifying candidate either by phone or email and arrangements will be made accordingly. Due to the anticipated number of candidates and planned timing of interviews to follow, no alternative testing dates or times will be made available. Candidates are responsible for their own transportation and lodging costs to attend the exam.

E-Verify Process:

The City of Ames participates in E-Verify and will provide the Social Security Administration (SSA) and, if necessary, the Department of Homeland Security (DHS), with information from each applicant's Form I-9 to confirm work authorization. All candidates who are offered a position with the City of Ames must complete Section 1 of Form I-9 along with the required proof of their right to work in the United States and proof of their identity on their first day of employment. Please be prepared to provide required documents on your first day of employment. For additional information regarding acceptable documents for this purpose, please contact Human Resources at 515-239-5199 or go to the US Citizenship and Immigration Services web page at: <http://www.uscis.gov>.

NOTE: Applicants with disabilities may submit requests for ADA testing or interview accommodations to the Human Resources Department prior to the test or interview.

The City of Ames is an Equal Opportunity/Affirmative Action employer. All qualified applicants will receive consideration for employment without regard to race, color, creed, age, religion, sex, sexual orientation, gender identity, genetic information, ancestry, national origin, marital status, disability, or protected veteran status and will not be discriminated against. Inquiries can be directed to the Human Resources Department at 515-239-5199.

Employer

City of Ames

Address

515 Clark Ave

Ames, Iowa, 50010

Phone

515-239-5199

Website<http://www.cityofames.org/jobs>

Water/Wastewater Laboratory Technician Supplemental Questionnaire

***QUESTION 1**

This position requires employees to live within a defined residency area. Residency Requirement: The required residence area is the area bordered by the Boone and Story County lines on the north and south, State Highway 65 on the east; and on the west, County Road R27 north of Boone, and the Des Moines River south of Highway 30 to the Boone County line. Communities intersected by the borderlines, and Zearing, shall be considered within the area. The permitted residency area is that area inside the borderlines. The area adjacent to but outside the borderlines is not included. After completing his/her probationary period, a new employee shall, within three (3) months, reside within the residency area. The department head may allow an employee up to an additional three (3) months if the employee provides documentation of financial commitment to move within the residence area. Please acknowledge that you understand this requirement of the position.

- Yes, I understand that if selected for this position, I must reside in the defined area of the required residency area.

***QUESTION 2**

Another requirement of this position is to hold and continue to hold a valid Driver's License as of date of hire. Will you be able to adhere to this requirement of the position?

***QUESTION 3**

Please describe your experience with using personal computers and software for spreadsheets, word processing, databases and printing. Include examples of how you use the software and your proficiency with each one.

***QUESTION 4**

Please provide a brief, but full, review of your experience working in an analytical chemistry or microbiology laboratory environment.

***QUESTION 5**

Please acknowledge that you are aware you MUST provide a copy of your higher education transcripts, which supports your candidacy under the minimum requirement for education for this recruitment, by the 12:00pm CST, June 26, 2026. You may attach to your transcripts prior to submitting your application, fax a copy to Human Resources at 515-239-5294 or email a copy to hr@cityofames.org, no later than the aforementioned date.

- Yes, I understand that if I do not provide my transcripts supporting the minimum higher education credit requirements, I will no longer be considered a candidate for this recruitment.

* Required Question