



City of Ames
Treatment Plant Maintenance Worker

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|------------------------|---------------------------|-------------------------------|------------|
| SALARY | See Position Description | LOCATION | 50010, IA |
| JOB TYPE | Full-Time | JOB NUMBER | 24-6110-01 |
| DEPARTMENT | Water & Pollution Control | OPENING DATE | 04/15/2024 |
| CLOSING DATE | 5/6/2024 12:00 PM Central | FLSA | Non-Exempt |
| BARGAINING UNIT | IUOE-BC | 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 the classification of Treatment Plant Maintenance Worker at the Wastewater and Water Treatment Plants. 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 at either the Wastewater Treatment Plant or Water Treatment Plant. 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 vacancies must submit their application by the deadline.

We are currently hiring two roles; there is one vacancy at each treatment plant.

Under general supervision this position performs skilled and semi-skilled maintenance and repair work, including manual labor, while also performing related work as required.

Salary:

This position is an entry level position within a collective bargaining unit.

Note: Effective July 2024, the pay starts at \$24.50 per hour. The following steps for this position are earned as time in position:

12 months = \$25.16

24 months = \$26.10

48 months = \$30.71

Skill Block Pay

Under the collective bargaining unit agreement, there is a specified plan to provide further pay structure and promotional opportunities. This includes time in initial position, as well as course completion and IDNR licensing for the following promotional positions:

W&PC Maintenance Technician I - \$28.57 with 24 months, \$33.18 with 48 months.

W&PC Maintenance Technician II - \$37.78 with 48 months.

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.

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

Drives and operates trucks, tractors, and other motorized equipment with various attachments; performs installation, maintenance, and repair work on various sizes of pumps, motors, pipes and conduits; changes oil and lubricates equipment; fabricates equipment for maintenance or construction projects; operates and climbs ladders used in maintenance and construction activities; performs a variety of grounds and general maintenance activities including trimming, planting or removing trees, mowing lawns, and cutting brush; performs snow removal; may assist in some electrical repairs and installations; calculates or estimates materials needed for projects; reads and interprets various types of meters and measuring devices; makes repairs to large and small pieces of equipment; performs light construction work using a variety of materials; loads and unloads a variety of materials manually or using lifting equipment; may act as a lead worker for a crew of workers; may climb elevated tanks or structures greater than 50' in height; performs all duties in a manner consistent with proper safety policies and procedures; reads and interprets schematics, technical manuals, construction drawings and SDS sheets; prints work orders and maintains computerized maintenance records related to equipment and inventories; and other related job activities as assigned.

Other Job Functions: Cleans ground and elevated tanks and equipment areas; may assist Plant Operators with operating activities; assists as needed in the maintenance and operation of storage facilities. Participates in public relations events.

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; committing to diversity, equity and inclusion; championing employee involvement; striving for excellence; having fiscal stewardship; acting with honesty and integrity; exhibiting leadership; choosing a positive attitude; respecting 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: High School Diploma, G.E.D or Hi-Set and two years of experience in laboring work including the use of tools and equipment common to general construction, maintenance, and repair work.

Licenses and Certificates: Must possess a valid Driver's License at the time of appointment.

Water Treatment Plant: Must obtain a Class B Commercial Driver's License (CDL) within 6 months of appointment and maintain throughout appointment. May be required to obtain an air brake and/or tanker endorsement.

Wastewater Treatment Plant: Must obtain a Class A CDL with air brake endorsement within 6 months of appointment and maintain throughout appointment.

Knowledge, Skills, and Abilities:

Knowledge of the types and uses of common hand tools, materials, and equipment used in general construction, maintenance, and repair work; knowledge of the precautions necessary to work safely with and around mechanized construction and maintenance equipment. Basic knowledge of office computer hardware and software.

Skill in the use of tools, machinery, motorized vehicles, and other items common to general construction, maintenance, and repair work; skill in the use of measurement and diagnostic equipment common to general construction, maintenance, and repair work.

Ability to lead a small crew of workers; ability to perform manual tasks involving physical strength and endurance under variable weather conditions; ability to understand and carry out specific verbal or written instructions; ability operate motorized vehicles and other motorized equipment; ability to calculate or estimate the amounts of materials needed; ability to effectively communicate with others; ability to establish and maintain effective working relationships with citizens or public service organizations, supervisors, co-workers, other city employees, and vendors. Ability to present positive attitude to residents, co-workers and contractors.

Supplemental Information

Physical and Environmental Characteristics

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

Physical Characteristics of Work: The work involves sitting 0 to 5 percent of the time; sitting and using arm/leg controls 10 to 40 percent of the time; standing (but not walking) 0 to 35 percent of the time; standing and walking 10 to 35 percent of the time; frequently lifting objects under 10 pounds; routinely lifting objects from 10 to 25 pounds; routinely lifting objects from 25 to 50 pounds; and routinely lifting objects over 50 pounds; heavy work requiring the exertion of up to 100 pounds of force occasionally, 50 pounds of force frequently, and up to 20 pounds of force constantly to move objects

Vision Requirements: The minimum standard for use with those whose work deals with machines such as lathes, drill

presses, power saws or mills where the seeing job is at or within arm's reach.

Environmental Conditions: The work is performed inside and/or outside and includes being exposed to extreme cold, extreme heat, noise, vibration, mechanical hazards, electrical hazards, chemical hazards, atmospheric conditions that affect the respiratory system or skin, oils, may be required to wear a respirator, may work in confined spaces, darkness or poor lighting conditions, trenches, and/or isolation.

Equipment Essential to the Job: A variety of motor vehicles and heavy equipment including pick-up trucks, dump trucks, aerial boom trucks, end loaders and backhoes; a variety of printed materials including memos, schematics, instructions, maps, and schedules; a variety of measurement and diagnostic tools and equipment including tape measures, scales, levels, and squares; a variety of general purpose maintenance equipment including brooms, shovels, cleaning equipment and chemicals, and extension cords; various welding equipment; hydraulic, air, and water hoses; power and hand tools including grinders, drills, saws, air compressors, pumps, screwdrivers, and wrenches; a variety of safety equipment and clothing including dust filters, ear plugs, a first-aid kit, gloves, safety goggles, raincoats, gas monitors, and harness and tripod for entering and working in confined spaces; personal computers and peripheral equipment; some office and audio-visual equipment including telephones, intercoms, calculators, televisions, and inspection equipment.

Residency Requirement

Blue Collar (IUOE): 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.

Selection Process:

The selection process consists of an evaluation of education and experience, written exam, phone interview, on-site interview, and completion of a criminal and CDL background check, which includes a sex offender registry check and motor vehicle records check and drug test. All candidates will be notified by email of their application status.

****Preference may be given to candidates possessing more than the minimum qualifications.****

Depending on the number of candidates passing the exam the City may forgo phone interviews.

Written Exam

The written exam will be held on Monday, May 13, 2024, at 6:00pm. Locations of the exam will be provided to those candidates eligible to participate. Due to the anticipated number of candidates, no alternative testing dates or times will be made available. Candidates are responsible for their own transportation and lodging costs to attend the exam.

FMCSA Drug and Alcohol Clearinghouse:

The City of Ames participates in the United States Department of Transportation Federal motor Carrier Safety Administration (FMCSA) Drug and Alcohol Clearinghouse, which provides information on drug and alcohol-related violations for commercial driver's license (CDL) drivers. Candidates selected for employment for positions with a requirement to possess a CDL will be subject to a query within the FMCSA Drug and Alcohol Clearinghouse as part of the pre-employment background check process. For additional information please contact Human Resources at 515-239-5199.

Veteran's Preference Points

The City of Ames provides Veteran's Preference Points for Civil Service positions. A copy of your DD214 and, if applicable, proof of disability, must be attached with your application (or faxed to 515-239-5297) prior to the close date of the posting in order to receive Veteran's Preference Points.

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.

Agency

City of Ames

Address

515 Clark Ave

Ames, Iowa, 50010

Phone

515-239-5199

Website

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

Treatment Plant Maintenance Worker Supplemental Questionnaire

***QUESTION 1**

Do you have two years of experience in laboring work including the use of tools and equipment common to general construction, agricultural, maintenance and repair work which is included in the work history on your application?

Yes

No

***QUESTION 2**

Do you have a valid driver's license?

Yes

No

***QUESTION 3**

Do you currently have a Class A or B Commercial Driver's License or can you obtain one within 6 months of appointment?

- Yes
- No

***QUESTION 4**

Have you participated in a CDL drug-testing program with a previous employer? If so, with which employer(s). (Please indicate the employer name, address, phone number, and designated individual.)

***QUESTION 5**

Briefly describe tools and equipment you have utilized and feel comfortable using on a regular basis (Please include length of time) AND/OR Please describe in detail any experience you have in the maintenance, repair and/or troubleshooting of machinery, equipment and facilities. (Please include length of time)

***QUESTION 6**

Briefly describe any education and/or experience you have as it relates to operating, troubleshooting, and repairing industrial and/or agricultural equipment. (Please include length of time.)

***QUESTION 7**

Briefly describe any education and/or experience you have as it relates to operating, troubleshooting, and repairing pumps, motors and controls. (Please include length of time.)

***QUESTION 8**

Briefly describe any education and/or experience you have as it relates to diagnosing basic electrical issues in equipment and facilities. (Please include length of time.)

***QUESTION 9**

Describe any experience working in Water Treatment Plants and/or Waste Water Treatment Plants. (Please include length of time.)

***QUESTION 10**

This recruitment is for two open positions, one at the Water Treatment Plant and one at the Wastewater Treatment Plant. Please indicate which position you may be applying for.

- Water Treatment Plant
- Wastewater Treatment Plant
- Both Plants

*** Required Question**