



Milwaukee Water Works

Cavalier Johnson
Mayor

Jerrel Kruschke
Commissioner, Dept. of Public Works

Patrick W. Pauly
Superintendent, Milwaukee Water Works

July 10, 2026

Board of City Service Commissioners
c/o Department of Employee Relations
VIA EMAIL (DERCSC@milwaukee.gov)

RE: Request to Extend Temporary Appointments – Nicholas Costello and Angel Sanchez
Water Repair Crew Leader

Dear City Service Commissioners:

Milwaukee Water Works (MWW) respectfully requests an extension of the following temporary appointments:

- Nicholas Costello to the position of Water Repair Crew Leader
- Angel Sanchez to the position of Water Repair Crew Leader

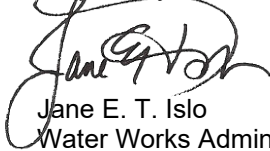
Both employees were temporarily appointed to these positions on April 12, 2026, such that the initial 90-day appointment is due to expire on July 18, 2026. If granted, this would be a first extension for both.

The division is using these temporary appointments to field an adequate number of work crews each day while allowing the appointees to hone their skills in leading a crew and better positioning them for regular appointments in the future. The division intends to recruit and fill the current vacancies later this summer.

As such, MWW requests a five (5) month extension of these temporary appointments, beyond the upcoming transition to the City's new Workday enterprise software system, which would result in a new expiration date of January 2, 2027.

Thank you for your consideration. If you have any questions or concerns, please contact me at x2802 or jeislo@milwaukee.gov.

Very truly yours,



Jane E. T. Islo
Water Works Administration Manager

Attachments

- Notices of Temporary Appointment
- Temporary Appointee Statements of Understanding
- Current Job Description – Water Repair Crew Leader
- Resumes for Nicholas Costello and Angel Sanchez



Department of Employee Relations
200 E. Wells Street, Room 706
Milwaukee, WI 53202-3554



R. 07.08.19

NOTICE OF TEMPORARY APPOINTMENT

Rule IX, Section 2 of the Civil Service Rules allows a department to appoint a person to a position on a temporary basis. A temporary appointment may be appropriate when services are for a limited period, or during the leave of absence of an employee who plans to return to the service of the city. Therefore a temporary appointment is limited to a period of 90 days, unless an extension is authorized by the City Service Commission.

When making an employment offer for a temporary appointment, the appointing officer must submit this completed form to DER no later than the close of the pay period in which the temporary appointment has been made. All temporary appointees must meet the minimum requirements established for the position to which the individual is appointed.

SEND COMPLETED FORM AND SUPPORTING DOCUMENTATION TO DER, CITY HALL, ROOM 706 OR DERCERTIFICATION@MILWAUKEE.GOV

TEMPORARY APPOINTMENT / APPOINTEE DETAILS			
DEPARTMENT/DIVISION	LAST NAME	FIRST NAME	INITIAL
AUTHORIZED POSITION TITLE	PAY RANGE	F&P COMMITTEE APPROVAL DATE	REQUISITION #
UNDERFILL TITLE (IF APPLICABLE)	PAY RANGE	WAS THE INDIVIDUAL HIRED FROM AN ELIGIBLE LIST? Yes No If yes, Referral #	
REASON FOR TEMPORARY APPOINTMENT During Leave of Absence of an employee who is expected to return To perform services of a temporary nature and for a limited period	EFFECTIVE DATE	ANTICIPATED EXPIRATION DATE	T.A. RATE OF PAY
ATTACH A COPY OF THE CURRENT JOB DESCRIPTION & A RESUME IN ADDITION TO COMPLETING THE INFORMATION BELOW			
PROVIDE AN EXPLANATION OF WHY THE TEMPORARY APPOINTMENT IS NEEDED:			
EXPLAIN HOW THE INDIVIDUAL WAS SELECTED FOR THE APPOINTMENT, INCLUDING THE SELECTION PROCESS USED AND IF NOT FROM AN ELIGIBLE LIST, HOW THE INDIVIDUAL WAS IDENTIFIED AS A POTENTIAL TEMPORARY APPOINTEE:			
PROVIDE INFORMATION TO DEMONSTRATE HOW THE INDIVIDUAL MEETS THE MINIMUM REQUIREMENTS: <u>TRAINING AND EDUCATION:</u> <u>WORK EXPERIENCE:</u> <u>OTHER REQUIREMENTS (i.e. LICENSES):</u>			
IS THIS INDIVIDUAL A CURRENT CITY OF MILWAUKEE EMPLOYEE? Yes No	IF YES, CURRENT DEPARTMENT:	CURRENT POSITION TITLE:	EMPLOYEE ID NUMBER:
IS THE INDIVIDUAL BEING GIVEN THIS TEMPORARY APPOINTMENT RELATED BY BLOOD OR MARRIAGE TO THE APPOINTING OFFICER, ANY MEMBER OF THE APPOINTING BOARD OR BODY, DIRECT SUPERVISOR, OR TO ANY ELECTIVE OF APPOINTEE CITY OFFICIAL? (Refer to CSC Rule VIII, Section 10 regarding nepotism.) No Yes – Explain Relationship			
THIS TEMPORARY APPOINTMENT IS MADE IN ACCORDANCE WITH RULE IX, SECTION 2 OF THE CITY SERVICE COMMISSION AND IS LIMITED TO A PERIOD OF 90 DAYS UNLESS AN EXTENSION IS APPROVED BY THE COMMISSION.			
REPORTING OFFICER	SIGNATURE	TITLE	DATE
APPROVING OFFICER	SIGNATURE	TITLE	DATE
THIS SECTION FOR DER REVIEW			
DER REVIEW COMPLETED BY:	SIGNATURE	TITLE	DATE



Department of Employee Relations
200 E. Wells Street, Room 706
Milwaukee, WI 53202-3554



R. 09.04.14

TEMPORARY APPOINTEE STATEMENT OF UNDERSTANDING

Rule IX, Section 2 of the Civil Service Rules allows a hiring authority to appoint a person to a position on a temporary basis. A temporary appointment may be appropriate when services are for a limited period, or during the leave of absence of an employee who plans to return to the service of the city. Therefore a temporary appointment is limited to a period of 90 days, unless an extension is authorized by the City Service Commission.

SECTION I. TO BE COMPLETED BY HIRING AUTHORITY – PLEASE TYPE OR PRINT LEGIBLY

APPLICANT NAME (<i>last, first, middle</i>)		DATE
Costello, Nicholas		07/19/2026
POSITION TITLE	PAY RANGE	RATE OF PAY
Water Repair Crew Leader	8JN	\$2,842.26 BiWk

SECTION II. TEMPORARY APPOINTEE STATEMENT OF UNDERSTANDING

I understand that if I am appointed to the position described above on a temporary basis, that I must meet the requirements for the position. I further understand that this temporary appointment may expire at any time and is limited to a period of 90 days, unless an extension at the request of the hiring authority is approved by the City of Milwaukee Civil Service Commission.

I understand that as a temporary appointee I am ineligible for paid holidays, sick leave, vacation or other benefits while serving on this temporary appointment, and that this temporary appointment shall not confer upon me any privilege of regular appointment. (Note: A current City of Milwaukee employee who accepts a temporary appointment to a different position retains his/her current benefits and civil service status).

I understand that if I wish to be considered for regular employment I must compete in a Civil Service examination for the position, and must pass the examination with a grade which shall place me among the top five scores on the eligible list in order to be eligible to interview for regular appointment to the position.

I understand that acceptance of a temporary appointment will not affect my rights to certification for permanent appointment to any position for which I am currently on an eligible list for.

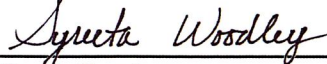
In accordance with Civil Service Rule VIII, Section 10, concerning nepotism, I hereby certify that I am not related, either by blood or through marriage, to the appointing officer or to any member of the appointive board or body or to any direct superior or to any elective or appointive City official. (This includes relative of both whole and half blood, and extends to persons as closely related as first cousins when the relationship is by blood, or more closely related than first cousins when the relationship is through marriage, and includes the cases of husbands of sisters-in-law and wives of brothers-in-law).

A Rule IX, Section 2, temporary appointee who is on an eligible list may be considered for future regular appointment when the appointee ranks among the certifiable highest eligible on the list, or compete in a future examination.


Temporary Appointment Applicant Signature

7-10-26
Date Signed

Syreeta Woodley
Witness Name (Print)


Witness Signature



Department of Employee Relations
200 E. Wells Street, Room 706
Milwaukee, WI 53202-3554



R. 07.08.19

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APPLICANT NAME (<i>last, first, middle</i>)		DATE
Sanchez, Angel		07/19/2026
POSITION TITLE	PAY RANGE	RATE OF PAY
Water Repair Crew Leader	8JN	\$2,622.70 BiWk

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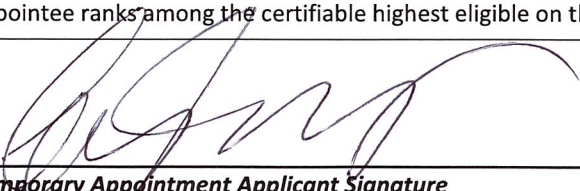
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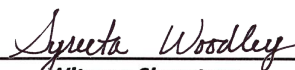
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Temporary Appointment Applicant Signature

7/10/26
Date Signed

Syreeta Woodley
Witness Name (Print)

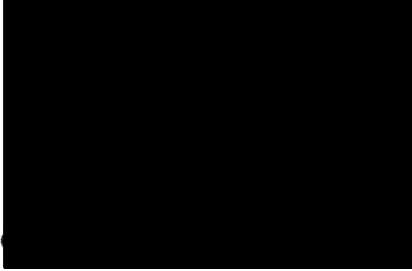

Witness Signature

Nicholas Costello

Water Field Supervisor (Distribution)

Contact

Nicholas Costello



Objective

To become Milwaukee Water Works Water Field Supervisor

Education

Bradley Tech High School
Milwaukee, WI 1999-2000
Bay View High School,
Milwaukee, WI 2000-2003

Experience

1999-2003

Host and cook • Host and cook • The Rusty Skillet

2003-2011

Petty Officer 3rd Class • Aviation Machinist Technician • United States Navy

Aviation Machinist Mate

Strike fighter squadron 213, Virginia Beach, VA

Modified and repaired maintenance on F414-GE-400 Engines, secondary systems such as Auxiliary Power Units and Generators and related fuel systems on F/A-18 A/B/C/D/E/F aircraft. Blueprint reading and interpretation, aircraft system troubleshooting, component replacement, adjustment and testing reservoirs. Manage ground safety, training tools, and hazardous material programs. Monitor Calibration program. Proficient in reading blueprints and schematics for fuel systems installation and repair.

- Flawlessly maintained over 40 pieces of individual Material Readiness List resulting in zero discrepancies.
- Performed preventative maintenance and modifications on Naval Aircraft fuel and Exhaust systems.
- Routinely willing to perform above what is asked or expected.

Managed and repaired \$692,208 worth of individual Material Readiness List Equipment and received an outstanding grade on an audit.

2012-2017

Maintenence-10 months; I fixed conveyor belts milk machines, etc.
forklift operator-3.5 years

• Kemps Dairy, Cedarburg WI

2017- to present

City of Milwaukee Water Works

5-22-2017 to 4-8-2019 worked at Meter Shop

4-8-2019 to present at Water Distribution Department

Repairing, replacing, maintaining water meters, water mains and
hydrants

Completed back hoe/ tri-axle training 6-14-19

Promoted to Water Repair Crew Leader 3-5-2023 to 6-22-24

Key Skills

Communication

I have been working for the City of Milwaukee Water Department for 5.5 years. I have worked with replacing meters in homes and repairing them. I then transferred to the distribution department and have done repairs to water mains, hydrants, water service laterals. Driven the Back hoe, tri-axes. I have gotten along very well with my fellow crew mates. I routinely keep up with updated training. I volunteer to stay late when needed to get the job done.

Leadership

My crew has been a training crew, where we were picked to train the new hires for 4 weeks at a time. I have been an integral part in the training of 50 + new employees so far.

References

Angel Sanchez

Profile

Dedicated Construction Project Manager leveraging over 30 years of comprehensive expertise across diverse construction domains. Adept at managing and overseeing road construction projects, harnessing 20 years of extensive experience in this specialized field. Demonstrating a solid track record in overseeing, managing, and executing various aspects of home construction and repair initiatives. Proven success as a Safety Coordinator, ensuring strict adherence to safety protocols and regulatory compliance across construction projects. Recognized for excellence in training CDL truck drivers, contributing to the development of skilled and safety-conscious professionals within the industry.

Experience

WATER REPAIR WORKER | MILWAUKEE WATER WORKS | 2022 - PRESENT

- Operates valves and Curb stops determine if the leak is a main break, joint leak, valve leak, hydrant leak, service leak, or owners leak.
- Basic mechanical aptitude and understanding of plumbing, water distribution systems, and underground construction.
- Skilled in interpreting drawings, maps, and construction blueprints.
- Proficient in reading, writing, mathematical calculations, and measurements.
- Lead a team, frequently operating as a lead worker.
- Ability to climb ladders, enter confined spaces, and wear appropriate safety equipment, including safety shoes, glasses, and hearing protection.
- Strong communication skills, fostering productive teamwork, and displaying diplomacy, tact, and courtesy even in challenging situations.
- Work after-hours, extended overtime, and emergency repair assignments, including weekends and various shifts.
- Flexible to work for extended periods as job demands dictate.
- Report to work within one hour's notice in any weather condition.
- Physically resilient in severe winter weather, cold temperatures, and extreme summer heat.
- Repair, maintain, and install water mains, pipe joints, valves, services, hydrants, and branches.
- Perform preventive maintenance duties, including exercising valves, testing hydrants, making rehabilitation repairs, locating and marking appurtenances, accessing box alignments, and locating leaks.

OWNER | SANCHEZ CONSTRUCTION INC | 1996 – PRESENT

- Proficient in Residential, Commercial, and Industrial renovation and remodeling, highlighting expertise in adapting construction approaches across varied project scopes.
- Accountable for comprehensive bid proposals and precise estimates, demonstrating adeptness in accurately assessing project requirements and costs.
- Efficiently handle material purchasing, ensuring optimal quality while maintaining budgetary considerations and project timelines.
- Expertise in overseeing subcontractors, ensuring seamless collaboration and adherence to project specifications.
- Diligently maintain building code standards, ensuring strict compliance with regulations and quality benchmarks throughout all phases of construction and renovation projects.

HEAVY EQUIPMENT OPERATOR | LALONDE CONTRACTORS INC | 2008 – 2022

- Seasoned in the construction and repair of roads, displaying adeptness in executing road-building projects with precision and commitment to quality standards.
- Acknowledged for in-depth training and mentoring CDL truck drivers, contributing to the cultivation of skilled and safety-conscious professionals in the industry.
- Demonstrated expertise in enforcing and upholding safety protocols, fostering a secure work environment across varied construction projects.
- Skilled in operating a diverse range of heavy machinery, ensuring efficient and safe usage on construction sites.

Education

1996 BACHELOR OF SCIENCE IN COMMUNICATIONS
UNIVERSITY WISCONSIN MILWAUKEE

Skills & Abilities

- Government Project Development Acumen
- Budget Administration
- Rapport building and Fostering Collaboration
- Versatile Team Player
- Subcontractor Coordination
- Bilingual Communication Skills

Training & Certifications

CDL Endorsements (ABCDM)

MATC Completion Defensive Driving Training 2013

Completion Lead Certification S.A. Herbst 2015

Completion of Backhoe and Dump Truck Training through the City of Milwaukee 2022

Professional Activities

Founder of the City of Milwaukee's Graffiti Removal Program

Wisconsin Department of Transportation Planning Committee for the Marquette Interchange Project

Board Member of Survive Alive

Member of ACT – Action Learning Team

Honors & Awards

First Latino Elected to Milwaukee City Council

2002 National Association of Minority Contractors "Advocate of the Year"

Wisconsin Department of Transportation "Recognition" Award

JOB DESCRIPTION

FOR DER USE ONLY

Vacancy No.

City Service
Commission:
Fire & Police
Commission:

Finance
Committee:
Common
Council:

Instructions: Complete all sections. Refer to the *Guidelines for Preparing Job Descriptions* for instructions on completing specific items.

1. Date Prepared/ Revised: 08/20/2023		2. Present Incumbent: Standard		Is incumbent underfilling position? YES ☐ NO ☒ If YES, indicate Underfill Title in box 10.	
3. Date Filled:		4. Previous Incumbent:			
5. Department: Public Works, Dept. of			Bureau: Division: Water Works		Unit: Field Operations Section: Distribution
6. Work Location: 3850 N. 35 th Street			Telephone: Email:		Work Schedule: Hours: 8:00am-4:30pm or 3:30pm-12:00am or 12:00am-8:00am Days: Mon-Fri, Tue-Sat, or Sun-Thur Rotation for mandatory on-call
7. Represented by a Union? ☐ Yes ☒ No		8. Bargaining Unit: Non-Mgmt/Non-Rep If in District Council 48, which local?			9. FLSA Status (check one): ☐ Exempt ☒ Non-Exempt
10. Official Title: Water Repair Crew Leader				Pay Range	Job Code
				8JN	1076DC
Underfill Title (if applicable):					
Requested Title (if applicable):					
Recommended Title (DER Use Only):				Approved by: Date:	

11. BASIC FUNCTION OF POSITION:

As a crew leader, this position is responsible for and performs all phases of repair, replacement and maintenance of the water distribution system to maintain its integrity while transmitting high quality, safe and sufficient water to customers. The position oversees the efficient completion of all assigned tasks and ensures ongoing safety for all crew members and the public. Incumbents must communicate effectively with management, the Control Center and utility customers.

12. DESCRIPTION OF JOB (Check if description applies to **Official Title** ☒ or **Underfill Title** ☐):

A. ESSENTIAL FUNCTIONS/Duties and Responsibilities: (Refer to the "Guidelines for Preparing Job Descriptions" for instructions on determining Essential Functions.)

% of Time	ESSENTIAL FUNCTION
20	Act as crew leader of a three to four-person repair crew, assigned to various repair and maintenance activities. Responsible for the activities of the crew by informing and guiding each member through daily tasks, maintaining crew harmony and ensuring safety of the entire job site and equipment. Responsible for on-the-job training for inexperienced crew personnel, as needed. Maintain communication with supervisors, office staff and the Control Center regarding job status and unusual circumstances. Handle concerned citizens in a professional manner. Use the X-Mic to listen for leaks. Use a standalone or Zonescan correlator to pinpoint leaks. Use the pipe locator to pinpoint MWW structures.
30	Direct the work of the repair crew for the proper maintenance and repair of the water distribution system. Conduct water main break repairs, service lateral repairs, reconnects and replacements, curbstop replacements, repair and replacement valves, hydrant repairs and replacements, tap and main abandonment, air vent installation, tap and branch installation, water main joint repairs, pipe replacements, and other appurtenance installation and replacement. Locate the source and location of leaks. Identify areas to be excavated and any obstructing utilities. Operate backhoe to excavate the repair area. Direct crew members through the proper repair procedures. Evaluate site for additional repairs by other agencies and coordinate information with Distribution supervision. Provide erosion control to each required jobsite and ensure proper operation of control methods as required by the Wisconsin Department of Natural

The above statements are intended to summarize the nature and level of work and typical responsibilities and duties being performed by the incumbent(s) of this job. They are not intended to be an exhaustive list of all responsibilities, duties, and tasks required of the position.

% of Time	ESSENTIAL FUNCTION
	Resources (WDNR). Restore sites by backfilling, blacktopping, salting, and adding ground as needed for safety and customer satisfaction.
15	Responsible for the safety of each crew member and the public during the course of every assignment. Responsible for the secure work area, sheeting and shoring of the excavations, confined space safe entry procedure and equipment. Document air monitoring results and safety practices on the confined space entry permit form and safety checklist, as required. Wear all applicable personal protective equipment, conduct pre-trip inspection of vehicles and ensure proper traffic control for a safe worksite with good traffic flow.
15	Operate and maintain construction equipment including: backhoe, end loader, Vac-All, drill rig, electronic leak locators, compressors, forklift, dump trucks, trailers, utility vans, valve operators, travel and guillotine saws, branch and tapping machines, torch cutting apparatus, reed cutters, hand and pneumatic tools, flaring tools, freeze kits, sheeting and shoring equipment, air quality monitors, ventilators, pumps, locating equipment, generators, and other specialty construction tools. Operate electronic leak detection devices and GPS equipment.
10	Coordinate construction activities with the Scheduling or Construction Managers and contractors to facilitate system improvements. Serve notices, operate valves, check for hose connections, and assist contractors with parts, equipment or proper tools and water shut-off, as needed. Communicate with Control Center and customers for water shut-offs and back-in-service information. Interpret construction plans, as needed, to coordinate job information. Assist with chlorination and pressure treating mains. Flush hydrants and air vents to relieve excess air in the system to prevent water hammer. Cut mains 20" and larger to facilitate contractor work.
5	Document work activities by accurately completing work orders and daily crew activities and job status to include: location of jobsite, repair type, time of arrival, water service outages, materials used, damage report, excavation size, restoration activities, and departure. Complete material condition report to provide pipe and soil conditions for the water main replacement index. Communicate job status with Control Center for daily operations log documentation.

B. PERIPHERAL DUTIES:

% of Time	PERIPHERAL DUTY
5	Conduct sewer repairs when associated with current or previous water distribution system repair work. Other duties as assigned.

C. NAME AND TITLE OF IMMEDIATE SUPERVISOR:

Water Field Supervisor

D. SUPERVISION RECEIVED: (Describe the extent to which work assignments and methods are outlined, reviewed, and approved by this position's supervisor.)

This position works under intermittent supervision, receiving assignments that define objectives, priorities and deadlines. A manager or supervisor assists incumbents with unusual situations that do not have clear objectives, and this position plans and carries out successive steps and resolves problems and deviations in accordance with instructions, policies and accepted practices. A manager or supervisor reviews the work for technical adequacy and conformance with practice and policy.

E. SUPERVISION EXERCISED:

Total number of employees for whom responsible, either directly or indirectly = **3-4**.

Direct Supervision: List the number and titles of personnel directly supervised. Specify the kind and extent of supervision exercised by indicating one or more of the following:

a. Assign duties		e. Sign or approve work	
b. Outline methods		f. Make hiring recommendations	
c. Direct work in progress		g. Prepare performance appraisals	
d. Check or inspect completed work		h. Take disciplinary action or effectively recommend such	
Number Supervised	Job Title	Extent of Supervision Exercised (Select those that apply from list above, a - h)	
3-4	Water Repair Worker 3	a,b,c,d	

F. MINIMUM QUALIFICATIONS REQUIRED: (Indicate the MINIMUM qualifications required to enter the job.)

The above statements are intended to summarize the nature and level of work and typical responsibilities and duties being performed by the incumbent(s) of this job. They are not intended to be an exhaustive list of all responsibilities, duties, and tasks required of the position.

- i. Education and Experience:
High school diploma or equivalent required. At least two (2) years of experience as a Water Repair Worker, or five (5) years of underground utility construction experience and operation of large dump truck, trailer, backhoe and other construction equipment.
- ii. Knowledge, Skills and Abilities:
Knowledge of all aspects of water distribution system repair and maintenance. Knowledge of MWW specifications, safety regulations and construction practices. Knowledge of basic water hydraulics. Knowledge of and ability to perform proper disinfection process and safe handling of pipe repairs. Knowledge of and ability to practice WDNR erosion control methods. Strong problem-solving skills. Basic mechanical aptitude. Basic plumbing skills. Ability to be an effective team leader, build consensus, motivate crew members and set an example. Ability to read, write and perform math calculations. Ability to read and interpret maps and construction drawings. Ability to use a computer to complete work orders and electronic documents. Ability to conduct pipe flaring and freezing for service lateral repairs, operate tap and branch machine. Ability to communicate effectively with co-workers. Ability to be diplomatic, tactful and courteous with co-workers, customers and the public even during adverse situations.
- iii. Certifications, Licenses, Registrations:
Valid Wisconsin driver's license at time of appointment and maintain continuously while employed. Requires Wisconsin Class A Commercial Driver's License (CDL) and obtain Endorsement N (tank vehicles), and air brakes endorsement. Must be Certified Competent Person in excavation safety, traffic safety and confined space safe entry procedures within six months of appointment.
- iv. Other Requirements:
Ability to wear a safety harness, enter manholes and excavations, climb ladders and practice OSHA-required confined space entry procedures and equipment. Ability to wear appropriate safety equipment including safety shoes, glasses, and hearing protection. Ability to work mandatory overtime and respond to emergency call-outs when needed. Ability to work weekends and various shifts. Ability to report to work within one (1) hour when called in at any time or in any type of weather condition. Ability to tolerate severe winter weather and cold temperatures, as well as extreme heat in summer. Physically capable of working outdoors in all types of weather conditions for extended periods of time.

13. PHYSICAL AND ENVIRONMENTAL DEMANDS: TOOLS AND EQUIPMENT USED

The Americans with Disabilities Act (ADA) of 1990, as amended by the Americans with Disabilities Act Amendments Act (ADAAA) of 2008 requires job descriptions to provide detailed information regarding the physical demands required to perform the essential functions of a job; the conditions under which the job is performed; and the tools and equipment the employee will be required to use on the job. Reasonable accommodations may be made to enable qualified individuals to perform the essential duties and responsibilities of the job for each of the categories listed below.

G. PHYSICAL ACTIVITY OF THE POSITION: (List the physical activities that are representative of those that must be met to successfully perform the essential functions of the job).

CHECK ALL THAT APPLY:

☒	Climbing: Ascending or descending ladders, stairs, scaffolding, ramps, poles, and the like; using feet and legs and/or hands and arms. Body agility is emphasized. Check only if the amount and kind of climbing required exceeds that required for ordinary locomotion.
☒	Balancing: Maintaining body equilibrium to prevent falling when walking, standing or crouching on narrow, slippery or erratically moving surfaces. Check only if the amount and kind of balancing exceeds that needed for ordinary locomotion and maintenance of body equilibrium.
☒	Stooping: Bending body downward and forward by bending spine at the waist. Check only if it occurs to a considerable degree and requires full use of the lower extremities and back muscles.
☒	Kneeling: Bending legs at knee to come to a rest on knee or knees.
☒	Crouching: Bending the body downward and forward by bending leg and spine.
☒	Crawling: Moving about on hands and knees or hands and feet.
☒	Reaching: Extending Hand(s) and arm(s) in any direction.
☒	Standing: Particularly for sustained periods of time.
☒	Walking: Moving about on foot to accomplish tasks, particularly for long distances.

The above statements are intended to summarize the nature and level of work and typical responsibilities and duties being performed by the incumbent(s) of this job. They are not intended to be an exhaustive list of all responsibilities, duties, and tasks required of the position.

☒	Pushing: Using upper extremities to exert force in order to draw, press against something with steady force in order to thrust forward, downward or outward.
☒	Pulling: Using upper extremities to exert force in order to draw, drag, haul or tug objects in a sustained motion.
☒	Lifting: Raising objects from a lower to a higher position or moving objects horizontally from position-to-position. Check only if it occurs to a considerable degree and requires substantial use of the upper extremities and back muscles.
☒	Fingering: Picking, pinching, typing or otherwise working primarily with fingers rather than with the whole hand or arm, as in handling.
☒	Grasping: Applying pressure to an object with fingers and palm.
☒	Feeling: Perceiving attributes of objects such as size, shape, temperature or texture by touching with the skin, particularly that of the fingertips.
☒	Talking: Expressing or exchanging ideas by means of the spoken word. Those activities which demand detailed or important instructions spoken to other workers accurately, loudly or quickly.
☒	Hearing: Perceiving the nature of sounds with no less than a 40 db loss. Ability to receive oral communication and make fine discriminations in sound.
☒	Repetitive Motions: Substantial movements (motions) of the wrist, hands, and/or fingers.
☒	Driving: Minimum standards required by State Law (including license).

H. PHYSICAL REQUIREMENTS OF THE POSITION: (List the physical requirements that are essential functions of the job.)

CHECK ONE:

☐	Sedentary Work: Exerting up to 10 pounds of force occasionally and/or negligible amount of force frequently or constantly to lift, carry, push, pull or otherwise move objects. Sedentary work involves sitting most of the time. Jobs are sedentary if walking and standing are required only occasionally and all other sedentary criteria are met.
☐	Light Work: Exerting up to 10 pounds of force occasionally and/or negligible amount of force constantly to move objects. If the use of arm and/or leg controls requires exertion of forces greater than that for sedentary work and the worker sits most of the time, the job is rated for Light Work.
☐	Medium Work: Exerting up to 50 pounds of force occasionally and/or up to 20 pounds of force frequently, and/or up to 10 pounds of force constantly to move objects.
☐	Heavy Work: Exerting up to 100 pounds of force occasionally, and/or up to 50 pounds of force frequently, and/or up to 20 pounds of force constantly to move objects.
☒	Very Heavy Work: Exerting in excess of 100 pounds of force occasionally, and/or in excess of 50 pounds of force frequently, and/or in excess of 20 pounds of force constantly to move objects.

I. VISUAL ACUITY REQUIREMENTS: (List the visual acuity requirements that are essential functions of the job.)

CHECK ONE:

☐	Operators (Electronic Equipment), Inspection, Close Assembly, Clerical, Administrative: This is a minimum standard for use with those whose job requires work done at close visual range (i.e. preparing and analyzing data and figures, accounting, transcription, computer terminal, extensive reading, visual inspection involving small parts, operation of machines, using measurement devices, assembly or fabrication of parts).
☐	Machine Operators, Mechanics, Skilled Tradespeople: This is a minimum standard for use with those whose work deals with machines where the seeing job is at or within arm's reach. This also includes mechanics and skilled tradespeople and those who do work of a non-repetitive nature such as carpenters, technicians, service people, plumbers, painters, mechanics, etc. (If the machine operator also inspects, check the "Operators" box.)
☒	Mobile Equipment Operators: This is a minimum standard for use with those who operate cars, trucks, forklifts, cranes, and high lift equipment.
☐	Other: This is a minimum standard based on the criteria of accuracy and neatness of work for janitors, sweepers, etc.

J. THE CONDITIONS THE WORKER WILL BE SUBJECT TO IN THIS POSITION:

List the environmental/working conditions to which the employee may be exposed while performing the essential functions of the job. Include scheduling considerations such as on-call for emergencies, rotating shift, etc. **Approximate Percentage of time performing field work: 90%**

CHECK ALL THAT APPLY:

☐	None: The worker is not substantially exposed to adverse environmental conditions (<i>such as typical office or administrative work</i>).
☒	The worker is subject to inside environmental conditions: Protection from weather conditions but not necessarily from temperature changes (<i>i.e. warehouses, covered loading docks, garages, etc.</i>)

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☒	The worker is subject to outside environmental conditions: No effective protection from weather.
☒	The worker is subject to extreme cold: Temperatures below 32 degrees for period of more than one hour.
☒	The worker is subject to extreme heat: Temperatures above 100 degrees for periods of more than one hour.
☒	The worker is subject to noise: There is sufficient noise to cause the worker to shout in order to be heard above the surrounding noise level.
☒	The worker is subject to vibration: Exposure to oscillating movements of the extremities or whole body.
☒	The worker is subject to hazards: Includes a variety of physical conditions, such as proximity to moving mechanical parts, electrical current, working on scaffolding and high places or exposure to chemicals.
☒	The worker is subject to atmospheric conditions: One or more of the following conditions that affect the respiratory system or the skin: Fumes, odors, dust, mists, gases or poor ventilation.
☒	The worker is subject to oil: There is air and/or skin exposure to oils and other cutting fluids.
☐	The worker is required to wear a respirator.

K. MACHINE, TOOLS, EQUIPMENT, ELECTRONIC DEVICES, SOFTWARE, ETC. USED BY POSITION:

List equipment needed to successfully perform the essential functions of the job. Reasonable accommodations may be made to enable qualified individuals with disabilities to perform the essential functions.)

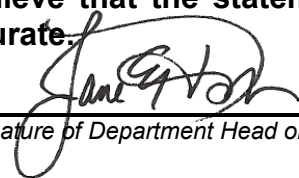
CHECK ALL THAT APPLY:

☒ Camera and photographic equipment	☒ Office Equipment (desk, chair, telephone, etc.)
☒ Cleaning supplies	☒ Office supplies (pens, staplers, pencils, etc.)
☒ Commercial vehicle	☒ Packing materials (boxes, shrink wrap, etc.)
☐ Data processing equipment	☒ PC equipment (monitor, keyboard, printer, etc.)
☒ Handcart	☒ PC software
☒ Hand tools (<i>please list</i>): Gut wrench, nozzle wrench, valve wrench, hammer, pick, drill.	
☒ Office Machines (<i>check all that apply</i>): ☒ Copier ☒ Facsimile ☒ Calculator ☐ Cash register	
☒ Other (<i>please list</i>): Target and specialty saws, compressors, pneumatic tools, pumps.	

L. SUPPLEMENTARY INFORMATION: (Indicate any other information which further explains the importance, difficulty, or uniqueness of the position, such as its scope of responsibility related to finances, equipment, people, information, etc. Also indicate success factors such a personal characteristics that contribute to an individual's ability to perform well in the job, and any other special considerations.)

Distribution Section employees are designated essential workers and are required to report to work no matter the weather conditions or emergency event. Must have a good driving record and ability to travel efficiently throughout the MWW service area of Milwaukee, St. Francis, Greenfield and Hales Corners. Must be able to complete assignments effectively and be dedicated to the mission of providing safe, sufficient potable water to our customers and for firefighting. Must be professional in conduct and appearance.

M. I believe that the statements made above in describing this job are complete and accurate.



11/12/2023

Signature of Department Head or Designated Representative

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