Cavalier Johnson
Mayor

Harper Donahue, IV
Director

Renee Joos
Employee Benefits Director

Nicole M. Fleck
Labor Negotiator

City of Milwaukee

Department of Employee Relations

REVISED 9/11/2023

Job Evaluation Report

Civil Service Commission Meeting: September 12th, 2023

Department of Public Works – Water Works

Current			
Title	Pay Range	Rates	Number of Positions
Senior Water Treatment Plant Operator	2HN	$57,081 - $79,909 Recruit Rate: $70,853	36
Water Treatment Plant Operator	2FN	$50,245 - $70,347 Recruit Rate: $60,205	Underfill

Recommended			
Title	Pay Range	Rates	Number of Positions
Water Treatment Plant Lead Operator	2MN	$78,528 - $109,938 Recruit Rate: $100,261	18
Water Treatment Plant Operator 4	2LN	$73,688 - $103,160 Recruit Rate: $91,146	18
Water Treatment Plant Operator 3	2KN	$69,119 - $96,768 Recruit Rate: $87,796 FN: Employees assigned as 'Operator in Charge to be paid an additional 7%.	Underfill
Water Treatment Plant Operator 2	2JN	$64,857 - $90,796 Recruit Rate: $83,163 FN: Employees assigned as 'Operator in Charge to be paid an additional 7%.	Underfill
Water Treatment Plant Operator 1	2HN	$57,081 - $79,909 Recruit Rate: $70,853	Underfill

Note: Residents receive a rate that is 3% higher.

The Milwaukee Water Works (MWW) has request a classification and market study of the Senior Water Treatment Plant Operators and Water Treatment Plant Operators. New job descriptions were provided and discussions were held with Patrick Pauly, Water Works Superintendent; Jane Islo, Water Works Administration Manager; and Amy Hefter, Water Works Human Resources Administrator.

This report recommends implementing a series of four 'Water Treatment Plant Operator' titles and a higher level competitive promotional opportunity 'Water Treatment Plant Lead Operator'. With each ascending title, there is an increased level of responsibility, additional and more complicated duties, as well as higher minimum competencies and requirements. The Water Treatment Plant Operator 4 title serves as the highest position authority level in the series as the Water Treatment Plant Operators 1, 2, and 3 serve as underfill titles and each incumbent may be promoted through this title series based upon evidence of achieving higher level competencies and meeting minimum experience requirements. For outside hires from

other similar level municipalities or utilities, equivalencies will be considered for each level. These minimum requirements and competencies have been created by MWW and are in the process of being evaluated by the Staffing Division. The following charts outline the responsibilities, minimum competencies and requirement by title.

Water Treatment Plant Lead Operator – Eighteen (18) Positions

Basic Functions

Performs as an Operator in Charge (OIC) at both Milwaukee Water Works (MWW) water treatment plants, provides peer training and staffs any of the five (5) assignment desks, which includes SCADA and Utility operations at both plants and Water Distribution System. This position provides a competitive promotional opportunity to Water Treatment Plant Operators who have demonstrated the ability to take on a lead role.

Duties and Responsibilities

- Serves as a lead operator and subject matter expert on all five (5) assignment desks across both plants, providing guidance to Water Treatment Plant Operators performing assignments in the water treatment plant process and water distribution system.
- Concurrently operates one water treatment plant and the water distribution system, as needed.
- Performs as an OIC at either plant, ensuring safety protocols are followed.
- Provides peer training to Water Treatment Plant Operators.
- Uses SCADA to make adjustments to water treatment operations and the water distribution system, monitoring for threats and independently performing both routine and critical changes to the operations and systems.
- Operates a variety of chemical feed systems, oversees chemical deliveries, enforces quality control measures, doses water treatment chemicals in correct proportions and leads chemical spill response teams under emergency conditions.
- Uses the Computer Maintenance Management System (CMMS) to enter and track preventative and demand maintenance requests and uses eLogger to document all activities.
- Leads Confined Space teams.
- Directs Lock Out / Tag Out (LOTO) operations on industrial centrifugal pumps, large capacity valves and gates, ozone generators and ancillary equipment.
- Directs filter bed operations and maintenance in accordance with American Water Works Association (AWWA) standards and MWW policies and procedures.

Experience/Education Minimum Requirements

- Bachelor's degree in engineering, chemistry, biology, conservation, environmental science or other related field from an accredited college and five years of experience operating or maintaining drinking water, wastewater or beverage processing treatment plant facilities, performing duties closely related to this position. *Equivalent experience may substitute for the required education, but education may not substitute for experience.*
- Valid Driver's license and satisfactory driving record at time of application and throughout employment.
- Wisconsin Department of Natural Resources (WDNR) Operator Certification for Surface Water (Subclasses S and D) Grade 1 within probationary period and throughout employment.
- MWW certification in SCADA and Utility at both water treatment plants and the Water Distribution System within probationary period and throughout employment.
- MWW certification to concurrently operate one water treatment plant and the water distribution system.
- MWW certification as a peer trainer.
- MWW certification to perform as an Operator in Charge (OIC) at both water treatment plants.

Job Specific Core Competencies

Competencies are defined in accompanying Water Treatment Plant Operator matrix – Water Treatment Plant Lead Operator.

Incumbents must have successfully demonstrated these competencies in their position in the former Senior Water Treatment Plant Operator/Water Treatment Plant classification for placement into this level of the new series.

Water Treatment Plant Operator 4 – Eighteen (18) Positions

Basic Functions

Performs as an Operator in Charge (OIC) at one of the Milwaukee Water Works (MWW) water treatment plants, provides peer training and staffs the SCADA and Utility operations at one of the plants and Water Distribution System. This is the final step of the series for Water Treatment Plant Operators.

Duties and Responsibilities

- Performs as a SCADA and Utility operator at one of the plants and a Water Distribution System operator.
- Concurrently operates one water treatment plant and the water distribution system during periods of routine operations and lower water demand, when required.
- Performs as an OIC at one plant, ensuring safety protocols are followed and providing guidance to Water Treatment Plant Operators.
- Provides peer training to Water Treatment Plant Operators.
- Uses SCADA to make adjustments to water treatment operations and the water distribution system, monitoring for threats and independently performing both routine and critical changes to the operations and systems.
- Operates a variety of chemical feed systems, oversees chemical deliveries, enforces quality control measures, doses water treatment chemicals in correct proportions and leads chemical spill response teams under emergency conditions.
- Uses the Computer Maintenance Management System (CMMS) to enter and track preventative and demand maintenance requests and uses eLogger to document all activities.
- Leads Confined Space teams.
- Directs Lock Out / Tag Out (LOTO) operations on industrial centrifugal pumps, large capacity valves and gates, ozone generators and ancillary equipment.
- Directs filter bed operations and maintenance in accordance with American Water Works Association (AWWA) standards and MWW policies and procedures.

Experience/Education Minimum Requirements

- Bachelor's degree in engineering, chemistry, biology, conservation, environmental science or other related field from an accredited college and 3 years of experience operating or maintaining drinking water, wastewater or beverage processing treatment plant facilities, performing duties closely related to this position. *Equivalent experience may substitute for the required education, but education may not substitute for experience.*
- Valid Driver's license and satisfactory driving record at time of application and throughout employment.
- Wisconsin Department of Natural Resources (WDNR) Operator Certification for Surface Water (Subclasses S and D) Grade 1 within probationary period and throughout employment.
- MWW certification in SCADA and Utility at one water treatment plant and the Water Distribution System within probationary period and throughout employment.
- MWW certification to concurrently operate one water treatment plant and the water distribution system.
- MWW certification as a peer trainer.
- MWW certification to perform as an Operator in Charge (OIC) at either water treatment plants.

Job Specific Core Competencies

Competencies are defined in accompanying Water Treatment Plant Operator matrix – Water Treatment Plant Operator 4.

Incumbents must have successfully demonstrated these competencies in their position in the former Senior Water Treatment Plant Operator/Water Treatment Plant classifications for placement into this level of the new series.

Water Treatment Plant Operator 3 – Underfill Title

Basic Functions

Performs SCADA and Utility operations at one of the Milwaukee Water Works (MWW) water treatment plants and Water Distribution System. This is the third step of the series for Water Treatment Plant Operators.

Duties and Responsibilities

- Performs as a SCADA and Utility operator at one of the plants and a Water Distribution System operator.
- Concurrently operates one water treatment plant and the water distribution system during periods of routine operations and lower water demand, when required.
- Uses SCADA to make adjustments to water treatment operations and the water distribution system, monitoring for threats and independently performing both routine and critical changes to the operations and systems.
- Operates a variety of chemical feed systems, oversees chemical deliveries, enforces quality control measures, doses water treatment chemicals in correct proportions and leads chemical spill response teams under emergency conditions.
- Uses the Computer Maintenance Management System (CMMS) to enter and track preventative and demand maintenance requests and uses eLogger to document all activities.
- Leads Confined Space teams.
- Directs Lock Out / Tag Out (LOTO) operations on industrial centrifugal pumps, large capacity valves and gates, ozone generators and ancillary equipment.
- Directs filter bed operations and maintenance in accordance with American Water Works Association (AWWA) standards and MWW policies and procedures.

Experience/Education Minimum Requirements

- Bachelor's degree in engineering, chemistry, biology, conservation, environmental science or other related field from an accredited college and two years of experience operating or maintaining drinking water, wastewater or beverage processing treatment plant facilities, performing duties closely related to this position. *Equivalent experience may substitute for the required education, but education may not substitute for experience.*
- Valid Driver's license and satisfactory driving record at time of application and throughout employment.
- Wisconsin Department of Natural Resources (WDNR) Operator Certification for Surface Water (Subclasses S and D) Grade 1 within probationary period and throughout employment.
- MWW certification in SCADA and Utility at one water treatment plant and the Water Distribution System within probationary period and throughout employment.
- MWW certification to concurrently operate one water treatment plant and the water distribution system.

Job Specific Core Competencies

Competencies are defined in accompanying Water Treatment Plant Operator matrix – Water Treatment Plant Operator 3.

Incumbents must have successfully demonstrated these competencies in their position in the former Senior Water Treatment Plant Operator/Water Treatment Plant classifications for placement into this level of the new series.

Water Treatment Plant Operator 2 – Underfill Title

Basic Functions

Performs SCADA and Utility operations at one of the Milwaukee Water Works (MWW) water treatment plants or performs SCADA or Utility operations at one of the plants and the Water Distribution System. This is the second step of the series for Water Treatment Plant Operators.

Duties and Responsibilities

- Performs as a SCADA and Utility operator at one of the plants or performs SCADA or Utility operations at one of the plants and the Water Distribution System.
- Uses SCADA to make adjustments to water treatment operations and the water distribution system, monitoring for threats and independently performing both routine and critical changes to the operations and systems.
- Operates a variety of chemical feed systems, oversees chemical deliveries, enforces quality control measures, doses water treatment chemicals in correct proportions and leads chemical spill response teams under emergency conditions.
- Uses the Computer Maintenance Management System (CMMS) to enter and track preventative and demand maintenance requests and uses eLogger to document all activities.
- Performs work on a Confined Space team.
- Conducts Lock Out / Tag Out (LOTO) operations on industrial centrifugal pumps, large capacity valves and gates, ozone generators and ancillary equipment.
- Conducts filter bed operations and maintenance in accordance with American Water Works Association (AWWA) standards and MWW policies and procedures.

Experience/Education Minimum Requirements

- Bachelor's degree in engineering, chemistry, biology, conservation, environmental science or other related field from an accredited college and one year of experience operating or maintaining drinking water, wastewater or beverage processing treatment plant facilities, performing duties closely related to this position. *Equivalent experience may substitute for the required education, but education may not substitute for experience.*
- Valid Driver's license and satisfactory driving record at time of application and throughout employment.
- Wisconsin Department of Natural Resources (WDNR) Operator Certification for Surface Water (Subclasses S and D) Grade T within probationary period and throughout employment.
- MWW certification in SCADA and Utility at one water treatment plant or MWW Certification in SCADA or Utility at one of the water treatment plants and the Water Distribution System within probationary period and throughout employment.

Job Specific Core Competencies

Competencies are defined in accompanying Water Treatment Plant Operator matrix – Water Treatment Plant Operator 2.

Incumbents must have successfully demonstrated these competencies in their position in the former Senior Water Treatment Plant Operator/Water Treatment Plant classification for placement into this level of the new series.

Water Treatment Plant Operator 1 – Underfill Title

Basic Functions

Performs SCADA or Utility operations at one of the Milwaukee Water Works (MWW) water treatment plants or Water Distribution System. This is the first step of the series for Water Treatment Plant Operators.

Duties and Responsibilities

- Performs as a SCADA or Utility operator at one of the plants or a Water Distribution System operator.
- Uses SCADA to make adjustments to water treatment operations and the water distribution system, monitoring for threats and independently performing both routine and critical changes to the operations and systems.
- Operates a variety of chemical feed systems, oversees chemical deliveries, enforces quality control measures, doses water treatment chemicals in correct proportions and leads chemical spill response teams under emergency conditions.
- Uses the Computer Maintenance Management System (CMMS) to enter and track preventative and demand maintenance requests and uses eLogger to document all activities.
- Performs work on a Confined Space team.
- Conducts Lock Out / Tag Out (LOTO) operations on industrial centrifugal pumps, large capacity valves and gates, ozone generators and ancillary equipment.
- Conducts filter bed operations and maintenance in accordance with American Water Works Association (AWWA) standards and MWW policies and procedures.

Experience/Education Minimum Requirements

- Associate's degree in engineering, chemistry, biology, conservation, environmental science or other related field from an accredited college *or* one year of experience operating or maintaining drinking water, wastewater or beverage processing treatment plant facilities, performing duties closely related to this position.
- Valid Driver's license and satisfactory driving record at time of application and throughout employment.
- Wisconsin Department of Natural Resources (WDNR) Operator Certification for Surface Water (Subclasses S and D) Grade T within probationary period and throughout employment.
- MWW certification in SCADA or Utility at one water treatment plant or the Water Distribution System within probationary period and throughout employment.

Job Specific Core Competencies

Competencies are defined in accompanying Water Treatment Plant Operator matrix – Water Treatment Plant Operator 1.

All incumbents will have successfully demonstrated these competencies by virtue of passing probation in a position in the former Senior Water Treatment Plant Operator/Water Treatment Plant classifications which this new title series will replace.

Pay level recommendations take into consideration the cost of labor for similar positions in Southeastern Wisconsin and our main competitors such as Veolia, Kenosha, and MMSD. Below are the reported 2022 market rates of pay by the American Water Works Association:

Summary of All Reported Data by Ownership/Management Type

Scope	# of Utilities	# of Employees	Avg. # of Ees Sup	Exempt E / N / U	50th Percentile	Co Wtd Avg Pay	Employee Wtd Avg Pay	Average Salary Range Min	Mid	Max	Avg Weekly Overtime
All	76	482	12	8% 92% 0%	$66,027	$71,799	$68,973	$58,205	$70,314	$82,239	8
Board Operated	28	195	10	4% 96% 0%	$65,777	$68,759	$71,525	$56,036	$68,369	$80,507	8
M/C/T/C/V	42	257	13	12% 88% 0%	$65,404	$70,241	$66,300	$56,150	$68,145	$80,543	9
Private	3	9	*	* * *	*	*	*	*	*	*	*
Other	3	21	*	* * *	*	*	*	*	*	*	*

Summary of All Reported Data by Population Size

Scope	# of Utilities	# of Employees	Avg. # of Ees Sup	Exempt E / N / U	50th Percentile	Co Wtd Avg Pay	Employee Wtd Avg Pay	Average Salary Range Min	Mid	Max	Avg Weekly Overtime
Over 1,000,000	12	124	*	0% 100% 0%	$65,167	$80,982	$65,736	$69,391	$80,847	$93,193	7
500,000 - 1,000,000	10	46	*	10% 90% 0%	$68,214	$76,639	$62,946	$60,103	$70,853	$81,940	*
250 - 499,999	17	165	11	6% 94% 0%	$71,666	$70,072	$71,964	$54,847	$68,071	$78,204	7
100 - 250,000	37	147	12	11% 89% 0%	$65,333	$68,306	$70,233	$55,279	$67,540	$80,280	*
50 - 100,000	0	0	*	* * *	*	*	*	*	*	*	*
25 - 50,000	0	0	*	* * *	*	*	*	*	*	*	*
10 - 25,000	0	0	*	* * *	*	*	*	*	*	*	*
5,000 - 9,999	0	0	*	* * *	*	*	*	*	*	*	*
< 5,000	0	0	*	* * *	*	*	*	*	*	*	*

Summary of All Reported Data by Total Employment

Scope	# of Utilities	# of Employees	Avg. # of Ees Sup	Exempt E / N / U	50th Percentile	Co Wtd Avg Pay	Employee Wtd Avg Pay	Average Salary Range Min	Mid	Max	Avg Weekly Overtime
Over 1,000	12	94	*	0% 100% 0%	$83,491	$92,529	$70,952	$81,861	$90,673	$100,170	7
500 - 1,000	13	87	*	15% 85% 0%	$60,777	$59,307	$56,896	$47,065	$59,601	$71,690	*
200 - 500	27	199	13	11% 89% 0%	$70,532	$72,528	$72,832	$57,827	$72,003	$84,159	7
100 - 200	15	40	*	0% 100% 0%	$64,547	$64,016	$63,404	$49,587	$60,815	$74,221	*
50 - 100	9	62	*	11% 89% 0%	$65,000	$72,988	$74,128	$59,711	$71,362	$83,124	*
25 - 50	0	0	*	* * *	*	*	*	*	*	*	*
< 25	0	0	*	* * *	*	*	*	*	*	*	*

Taking into consideration this market data, the rates of Veolia, which has created a similar level structure, and the levels proposed, this report recommends the following titles and pay rates.

Title	Pay Range	Rates	Number of Positions
Water Treatment Plant Lead Operator	2MN	$78,528 - $109,938 Recruit Rate: $100,261	18
Water Treatment Plant Operator 4	2LN	$73,688 - $103,160 Recruit Rate: $91,146	18
Water Treatment Plant Operator 3	2KN	$69,119 - $96,768 Recruit Rate: $87,796 FN: Employees assigned as 'Operator in Charge to be paid an additional 7%.	Underfill
Water Treatment Plant Operator 2	2JN	$64,857 - $90,796 Recruit Rate: $83,163 FN: Employees assigned as 'Operator in Charge to be paid an additional 7%.	Underfill
Water Treatment Plant Operator 1	2HN	$57,081 - $79,909 Recruit Rate: $70,853	Underfill

Action Required – Effective Pay Period 20, 2023 (September 17, 2023)
*** Please see submitted addendum to CCFN for Salary and Position Ordinance changes.**

Prepared by: _____
Sarah Sinsky, Human Resources Representative

Reviewed by: _____
Andrea Knickerbocker, Human Resources Manager

Reviewed by: _____
Harper Donahue IV, Employee Relations Director

#	KSA	Water Treatment Plant Operator 1	Water Treatment Plant Operator 2	Water Treatment Plant Operator 3	Water Treatment Plant Operator 4	Water Treatment Plant Lead Operator
1	Operator Training	Complete Operator Training Modules Demonstrate basic understanding of basic water treatment tasks	Complete Operator Training Modules Demonstrate proficient understanding of basic water treatment tasks	Complete Operator Training Modules Demonstrate advanced understanding of basic water treatment tasks	Complete Operator Training Modules Demonstrate expert understanding of basic water treatment tasks	Complete Operator Training Modules Demonstrate mastery of basic water treatment tasks
2	Safety	Complete First Aid, CPR, Hazardous Materials and other required safety training Conduct inventory and preventative maintenance on first aid kits, fire extinguishers, AEDs, emergency lighting, hazmat storage, safety showers, eyewash stations and motor vehicles Receive deliveries of water treatment chemicals and follow quality control measures for transport and storage	Complete First Aid, CPR, Hazardous Materials and other required safety training Conduct inventory and preventative maintenance on first aid kits, fire extinguishers, AEDs, emergency lighting, hazmat storage, safety showers, eyewash stations and motor vehicles Receive deliveries of water treatment chemicals and follow quality control measures for transport and storage	Complete First Aid, CPR, Hazardous Materials and other required safety training Conduct inventory and preventative maintenance on first aid kits, fire extinguishers, AEDs, emergency lighting, hazmat storage, safety showers, eyewash stations and motor vehicles Receive deliveries of water treatment chemicals and follow quality control measures for transport and storage	Complete First Aid, CPR, Hazardous Materials and other required safety training Conduct inventory and preventative maintenance on first aid kits, fire extinguishers, AEDs, emergency lighting, hazmat storage, safety showers, eyewash stations and motor vehicles Receive deliveries of water treatment chemicals and follow quality control measures for transport and storage	Complete First Aid, CPR, Hazardous Materials and other required safety training Conduct inventory and preventative maintenance on first aid kits, fire extinguishers, AEDs, emergency lighting, hazmat storage, safety showers, eyewash stations and motor vehicles Receive deliveries of water treatment chemicals and follow quality control measures for transport and storage
3	SCADA	Use SCADA to remotely conduct routine and emergency changes to the treatment process or distribution system Monitor for threats to the treatment process or distribution system Identify discrepancies in water quality instrumentation by analyzing SCADA trend data and report when troubleshooting or service is required	Use SCADA to remotely conduct routine and emergency changes to the treatment process and/or distribution system Monitor for threats to the treatment process and/or distribution system Identify discrepancies in water quality instrumentation by analyzing SCADA trend data and report when troubleshooting or service is required Use and modify existing and user-created trends in SCADA database	Use SCADA to remotely conduct routine and emergency changes to the treatment process and/or distribution system Monitor for threats to the treatment process and/or distribution system Identify discrepancies in water quality instrumentation by analyzing SCADA trend data and report when troubleshooting or service is required Use and modify existing and user-created trends in SCADA database	Use SCADA to remotely conduct routine and emergency changes to the treatment process and/or distribution system Monitor for threats to the treatment process and/or distribution system Identify discrepancies in water quality instrumentation by analyzing SCADA trend data and report when troubleshooting or service is required Use and modify existing and user-created trends in SCADA database	Use SCADA to remotely conduct routine and emergency changes to the treatment process and/or distribution system Monitor for threats to the treatment process and/or distribution system Identify discrepancies in water quality instrumentation by analyzing SCADA trend data and report when troubleshooting or service is required Use and modify existing and user-created trends in SCADA database
4	Chemical Feed Systems Ozone (O3) Sodium Hypochlorite (SHC) Aluminum Sulfate Calcium Thiosulfate (Captor) Fluoride Phosphoric Acid Polymer Ammonia	Operate, maintain and troubleshoot the chemical feed systems, centrifugal pumps and ancillary equipment Adjust chemical storage and feed systems automatically, manually and locally, dosing chemicals in correct proportions	Operate, maintain and troubleshoot the chemical feed systems, centrifugal pumps and ancillary equipment Adjust chemical storage and feed systems automatically, manually and locally, dosing chemicals in correct proportions	Operate, maintain and troubleshoot the chemical feed systems, centrifugal pumps and ancillary equipment Adjust chemical storage and feed systems automatically, manually and locally, dosing chemicals in correct proportions	Operate, maintain and troubleshoot the chemical feed systems, centrifugal pumps and ancillary equipment Adjust chemical storage and feed systems automatically, manually and locally, dosing chemicals in correct proportions	Operate, maintain and troubleshoot the chemical feed systems, centrifugal pumps and ancillary equipment Adjust chemical storage and feed systems automatically, manually and locally, dosing chemicals in correct proportions
5	Plant and System Configuration	Have basic understanding of both routine and emergency plant and system configurations, including alternate configurations required during atypical events such as outages of the distribution system, plant processes and electrical system Acts as a member of a Utility team when changing plant or system configurations	Perform work under both routine and emergency plant and system configurations, including alternate configurations required during atypical events such as outages of the distribution system, plant processes and electrical system Acts as a member of a Utility team or SCADA operator when changing plant or system configurations	With appropriate guidance, perform tasks to place plant or distribution system components into alternate modes, including those atypical configurations required during events such as outages of the distribution system, plant processes and electrical system Acts as a member of a Utility team or SCADA operator when changing plant or system configurations	Perform tasks to place plant or distribution system components into alternate modes, including those atypical configurations required during events such as outages of the distribution system, plant processes and electrical system Lead a Utility team and direct SCADA operator when changing plant or system configurations	Perform tasks to place plant or distribution system components into alternate modes, including those atypical configurations required during events such as outages of the distribution system, plant processes and electrical system Lead a Utility team and direct SCADA operator when changing plant or system configurations
6	Computerized Maintenance Management System (CMMS)	Demonstrate proficient knowledge and skill with CMMS to perform and document preventative and demand maintenance tasks, tracking and performing necessary follow-up, as needed	Demonstrate proficient knowledge and skill with CMMS to perform and document preventative and demand maintenance tasks, tracking and performing necessary follow-up, as needed	Demonstrate proficient knowledge and skill with CMMS to perform and document preventative and demand maintenance tasks, tracking and performing necessary follow-up, as needed	Demonstrate proficient knowledge and skill with CMMS to perform and document preventative and demand maintenance tasks, tracking and performing necessary follow-up, as needed	Demonstrate proficient knowledge and skill with CMMS to perform and document preventative and demand maintenance tasks, tracking and performing necessary follow-up, as needed
7	Water Sampling	Comprehend and conduct basic water quality lab analysis, such as temperature, turbidity and chlorine Perform water sampling at the correct frequency during routine and critical operations according to water quality testing standards Use historical trends and data to predict and respond to variations in raw water quality	Comprehend and conduct basic water quality lab analysis, such as temperature, turbidity and chlorine Perform water sampling at the correct frequency during routine and critical operations according to water quality testing standards Use historical trends and data to predict and respond to variations in raw water quality	Comprehend and conduct basic water quality lab analysis, such as temperature, turbidity and chlorine Perform water sampling at the correct frequency during routine and critical operations according to water quality testing standards Use historical trends and data to predict and respond to variations in raw water quality	Comprehend and conduct basic water quality lab analysis, such as temperature, turbidity and chlorine Perform water sampling at the correct frequency during routine and critical operations according to water quality testing standards Use historical trends and data to predict and respond to variations in raw water quality	Comprehend and conduct basic water quality lab analysis, such as temperature, turbidity and chlorine Perform water sampling at the correct frequency during routine and critical operations according to water quality testing standards Use historical trends and data to predict and respond to variations in raw water quality
8	Confined Space	Complete Confined Space training Demonstrate basic understanding of confined space responsibilities Perform work on a Confined Space team to service equipment	Complete Confined Space training Demonstrate basic understanding of confined space responsibilities Perform work on a Confined Space team to service equipment	Complete Confined Space training Demonstrate proficient understanding of confined space responsibilities Lead Confined Space team to service equipment	Complete Confined Space training Demonstrate proficient understanding of confined space responsibilities Lead Confined Space team to service equipment	Complete Confined Space training Demonstrate proficient understanding of confined space responsibilities Lead Confined Space team to service equipment
9	Lockout/Tagout (LOTO)	Complete Lockout/Tagout (LOTO) training Conduct LOTO operations on industrial size water treatment machines and equipment	Complete Lockout/Tagout (LOTO) training Conduct LOTO operations on industrial size water treatment machines and equipment	Complete Lockout/Tagout (LOTO) training Direct LOTO operations on industrial size water treatment machines and equipment	Complete Lockout/Tagout (LOTO) training Direct LOTO operations on industrial size water treatment machines and equipment	Complete Lockout/Tagout (LOTO) training Direct LOTO operations on industrial size water treatment machines and equipment
10	Filter Bed Operation	Conduct filter bed operations and maintenance and monitor filter effluent for quality and compliance Adjust high-rate dual media filters remotely and locally Troubleshoot and service filter bed components	Conduct filter bed operations and maintenance and monitor filter effluent for quality and compliance Adjust high-rate dual media filters remotely and locally Troubleshoot and service filter bed components	Direct filter bed operations and maintenance and monitor filter effluent for quality and compliance Adjust high-rate dual media filters remotely and locally Troubleshoot and service filter bed components	Direct filter bed operations and maintenance and monitor filter effluent for quality and compliance Adjust high-rate dual media filters remotely and locally Troubleshoot and service filter bed components	Direct filter bed operations and maintenance and monitor filter effluent for quality and compliance Adjust high-rate dual media filters remotely and locally Troubleshoot and service filter bed components

11	Communications, Reporting, and Record Keeping	Understands electronic logbook reporting system (eLogger) and other communication tools such as HF radio to receive, analyze and disseminate information appropriately		Uses electronic logbook reporting system (eLogger) and other communication tools such as HF radio to receive, analyze and disseminate information appropriately under normal and emergency conditions		Uses electronic logbook reporting system (eLogger) and other communication tools such as HF radio to receive, analyze and disseminate information appropriately under normal and emergency conditions		Uses electronic logbook reporting system (eLogger) and other communication tools such as HF radio to receive, analyze and disseminate information appropriately under normal and emergency conditions Reviews log entries and other communications for accuracy before dissemination Writes incident reports, as needed, to document significant events and situations		Uses electronic logbook reporting system (eLogger) and other communication tools such as HF radio to receive, analyze and disseminate information appropriately under normal and emergency conditions Reviews log entries and other communications for accuracy before dissemination Writes incident reports, as needed, to document significant events and situations	
12	<u>Work Assignments</u> SCADA at Linnwood WTP Utility at Linnwood WTP SCADA at Howard WTP Utility at Howard WTP Water Distribution Systems	Obtain MWW certification and perform in SCADA or Utility at one water treatment plant or the Water Distribution System		Obtain MWW certification and perform in SCADA and Utility at one water plant or obtain MWW certification and perform in SCADA or Utility at one water plant and the Water Distribution System		Obtain MWW certification and perform in SCADA and Utility at one water treatment plant and the Water Distribution System		Obtain MWW certification and perform in SCADA and Utility at one water treatment plant and the Water Distribution System		Obtain MWW certification and perform in SCADA and Utility at both water treatment plants, and the Water Distribution System	
13	Concurrent Operations	N/A		N/A		Obtain MWW certification and perform assignments that require concurrent operation of a water treatment plant and the Water Distribution System, as needed		Obtain MWW certification and perform assignments that require concurrent operation of a water treatment plant and the Water Distribution System, as needed		Obtain MWW certification and perform assignments that require concurrent operation of a water treatment plant and the Water Distribution System, as needed	
14	Operator in Charge	N/A		N/A		N/A		Obtain MWW certification and perform as an Operator in Charge (OIC) at either water treatment plant		Obtain MWW certification and perform as an Operator in Charge (OIC) at both water treatment plants	
15	Peer Training	N/A		N/A		N/A		Obtain MWW certification and provide peer training to Water Treatment Plant Operators		Obtain MWW certification and provide peer training to Water Treatment Plant Operators	