

Maintenance Worker (Full-Time)

OVERVIEW OF POSITION

Under the supervision of City Public Works Superintendent (PWS) and the Mayor this position is responsible for but not limited to mowing lawns, tree maintenance, striping and sweeping of streets, patching potholes, animal control, weed control, monthly meter reading, keeping city rights-of-way and city grounds free of garbage, maintenance of city equipment, shop and grounds, assist PWS with the O&M of water and sewer system along with other day to day activities as directed.

COMPENSATION

The position of maintenance worker shall be considered a non-exempt position. Salary and benefits shall be established by the City in its annual budget process.

OCCUPATIONAL CERTIFICATES / LICENSES

Water Distribution Manager 1 (WDM-1) certification or ability to obtain within 15 months of employment.

Cross-Connection Specialist (CCS-1) certification or ability to obtain within 15 months of employment.

Wastewater Operator Certification (WWTP-1) or ability to obtain within 1 year of employment.

Washington State Pesticide Applicator for Rights-of-Way or ability to obtain within 90 days.

Be bondable, and able to pass a Washington State Patrol background check for contact with minors.

EDUCATION / VOCATIONAL PREPARATION

Minimum high school diploma or GED. Any combination of experience, training, or education that demonstrates the knowledge, skills and abilities to do the job. The ability to communicate in written and spoken Spanish is considered desirable, but not required.

REVIEW AND EVALUATION PERIOD

In order to experience the full range of responsibilities and duties, the selected employee will serve a review and evaluation period of not less than 12 months. This review and evaluation period may be extended by the Mayor if it is determined that additional time is needed in order to fully evaluate the skills, technical proficiencies, and work performance of the employee.

RESIDENCY

Residency within the City shall not be a condition of initial appointment or continued employment, provided, however, that an employee's selection of residence shall not interfere with the daily performance of his/her duties and responsibilities.

Because this position requires response to emergencies in the city's utility infrastructure, residency in or near the George area is considered desirable, but not required.

PHYSICAL DEMANDS

ENDURANCE / MOVING ABOUT: Frequently (2/3 of the time) moving from location to location

ENDURANCE / OVERALL STRENGTH: Moderate to heavy work. Occasionally exerts force and/or lifts or carries objects weighing up to 100 pounds

WALKING: Frequently (1/3 to 2/3 of the time) moving about on foot.

SITTING: Frequently (1/3 to 2/3 of the time) remaining in a sitting position.

LIFTING / CARRYING: Periodic – does not occur on every shift. Lift by manually raising or lowering an object from one level to another (including upward pulling), and/or carry (transport) an object, usually holding it in the hands or arms, or on the shoulder.

PUSHING / PULLING: Periodic – does not occur on every shift. Push by exerting force on an object so that it moves away from the force or worker (including slapping, striking, kicking, and treadle actions); and/or pull by exerting force on an object so that it moves toward the force or worker (including jerking).

CONTROLS: Frequently (1/3 to 2/3 of the time) using one or both arms and/or hands and/or one or both feet or legs to move controls on machinery or equipment.

CLIMBING: Periodic – does not occur on every shift. Ascend or descend ladders, stairs, scaffolding, ramps, and the like using the feet and legs and/or hands and arms.

BALANCING: Periodic – does not occur on every shift. Maintain body equilibrium to prevent falling when walking, standing, crouching or running on narrow, slippery or erratically moving surfaces.

KNEELING / CROUCHING: Periodic – does not occur on every shift. Kneel by bending legs at the knees to come to rest on the knee or knees, and/or crouch by bending the body downward and forward by bending the legs and spine.

REACHING: Frequently (1/3 to 2/3 of the time) extending the hands and arms in any direction.

ROTATION: Frequently (1/3 to 2/3 of the time) twisting and turning the spine or a ball and socket joint such as the shoulder or the hip.

TALKING: Frequently (1/3 to 2/3 of the time) Express or exchange ideas by means of spoken word to exchange information with clients or the public and convey detailed spoken instructions to others accurately, sometimes loudly around noise or quickly.

HEARING: Constantly (2/3 or more of the time). Perceive the nature of sounds by the ear.

SEEING: Constantly (2/3 or more of the time). Obtain impressions through the eyes of the shape, size, distance, motion, color or other characteristics of objects.

SPECIALIZED DEMANDS

DRIVING: A current, valid and properly classed driver's license is required. A clean driving record is required for a period of two years immediately preceding employment and shall be maintained during employment thereafter. A "clean driving record" requires that it be free of any violation for:

- 1) Reckless driving, 2) hit and run, 3) driving or being in physical control of a vehicle while under the influence of alcohol or drugs; 4) negligent driving, or 5) more than two moving violations of any other type.

Operate motor vehicles, as in a car, van or truck and equipment such as lawn mowers and tractors in the course of one's employment.

VIDEO DISPLAY TERMINALS: Frequently (1/3 to 2/3 of the time). Read or obtain information from a monochrome or color video display terminal or (Computer Monitor)

KEYBOARDS: Periodic – (1/4 to 1/3 of the time). Enter data on keyboards (computer, 10 key or customized key pads) Keyboards include keys that have an identical image to the key punched (as in ordinary alpha/numeric personal computer keyboards), or may utilize various symbols to relate or describe items entered.

ENVIRONMENTAL CONDITIONS

LOCATION: Work is generally outdoors in prevailing weather conditions. Periodically indoors (1/4 to 1/3 of the time).

STAIRS/STEPS: Frequently (1/4 to 2/3 of the time). Ascend or descend stairs, steps or similar uneven surfaces to access any required work area or other area related to functioning in the workplace.

EXTREME COLD: Periodic – does not occur on every shift. Endure temperature(s) sufficiently low to cause marked bodily discomfort unless exceptional protection is used.

EXTREME HEAT: Periodic – does not occur on every shift. Endure temperature(s) sufficiently high to cause marked bodily discomfort unless exceptional protection is used.

WET CONDITIONS: Periodic – does not occur on every shift. Endure contact with water or other liquids.

NOISE / VIBRATION: Periodic – does not occur on every shift. Endure sufficient noise, either constant or intermittent, to cause marked distraction or possible injury to the sense of hearing, and/or sufficient vibration (production of an oscillating movement or strain on the body or its extremities from repeated motion or shock) to cause bodily harm if endured day after day.

TOXIC CONDITIONS: Periodic – does not occur on every shift. Endure exposure to toxic dust, fumes, gases, vapors, mists or liquids that cause general or localized disabling conditions as a result of inhalation or action on the skin.

UNIQUE HAZARDS: Periodic – does not occur on every shift. Endure situations in which there is exposure to the potential exposure to bodily injury.

CONFINED SPACES: Periodic - does not occur on every shift. Endure being in confined, tight, and/or small spaces where movement is limited and might be somewhat claustrophobic for extended periods of time.

LEARNING DEVELOPMENT DEMANDS

REASONING: Intermediate. Apply principles of rational systems to solve practical problems and deal with a variety of concrete variables in situations where only limited standardization exists, interpret a variety of instructions furnished in written, oral, diagrammatic, or schedule form.

MATHEMATICAL: Basic. Add, subtract, multiply and divide all units of measure. Perform the four operations with common and like decimal fractions. Compute ratio, rate and percent; draw and interpret bar graphs. Perform arithmetic operations involving monetary units.

READING: General. Read a variety of materials such as magazines, atlases, encyclopedias, safety rules, instructions in the use and maintenance of shop tools and equipment, and methods and procedures in mechanical drawing and layout work.

WRITING: Intermediate. Prepare business letters, expositions, summaries and reports using prescribed format and conforming to all rules of punctuation, grammar, diction and style.

SPEAKING: Basic. Speak clearly and distinctly with appropriate pauses and emphasis, correct punctuation, variations in word order, using past, present and future tenses.

TEMPERAMENT REQUIREMENTS

DIRECTING / CONTROLLING: Accept responsibility for following practices, policies, methods, regulations and procedures for operations or projects; negotiate with individuals or groups for agreements or contracts. Supervise on occasion subordinate workers and volunteers to implement plans and control activities.

INFLUENCING: Write, demonstrate, or speak to persuade and motivate people to change their attitudes or opinions.

VARIATION: Make frequent changes of tasks involving different aptitudes, technologies, techniques, procedures, working conditions, physical demands or degrees of attentiveness without loss of efficiency or composure.

ELEVATED STRESS: Cope with circumstances dangerous and/or exasperating to self or others.

INTERPERSONAL: Demonstrate willingness to allow interpersonal relationships in job situations beyond receiving work instruction.

DECISIVE: Solve problems, make evaluations or reach conclusions based on subjective or objective criteria such as the five senses, knowledge, past experiences, or quantifiable or factual data.

OTHER

CONDITON OF EMPLOYMENT: All positions with the City of George are terminable at the will of the Mayor, within the guidelines of the Personnel Policies and as provided by law.

This job description does not constitute an employment agreement between the employer and employee and is subject to change by the employer as the needs of the employer and requirements of the job change.