



Equipment Repairman Advanced

FLSA Status: *Non-Exempt*
Union Status: *AFSCME*
Salary Range: *108*
Safety Sensitive: *Yes*

General Definition of Work

Under general supervision performs advance level troubleshooting, repair and installation all equipment and systems associated with water production, storage, transmission, and treatment.

Supervision Received

Works under the general direction of the Water Equipment Maintenance Superintendent.

Supervision Exercised

Oversees work done by Entry, Basic, and Intermediate Equipment Repairman.

Qualification Requirements

To perform this job successfully, an individual must be able to perform each essential function satisfactorily. The requirements listed below are representative of the knowledge, skill and/or ability required. A position may not include all of the duties listed and the listed examples are not an exhaustive list of the duties that may be found in a position of this class.

Essential Functions

- Performs advanced level repair and maintenance activities for all water system facilities, including raw and finished water pumping and conveyance systems; chemical feed systems, pre-treatment, conventional and advanced treatment systems, wash water and residuals management systems, water wells, booster pumps, storage tanks, mixed oxidant generators, electrical equipment, VFDs, meters, pumps, and valves.
- Performs operations with precision instruments, such as micrometer, multi-meters, megger etc., when required.
- Estimates time, materials and equipment required for jobs; and requisitions required materials, parts and equipment for the scheduling and performance of work.
- Performs operations with machine tools, such as drill presses, power saws, welding equipment when required.
- Recommends an adequate supply of repair parts for all equipment.
- Operates heavy equipment such as backhoe, skid-steer, dump truck, etc.
- Coordinates and schedules minor repairs with contractors.
- Assists with the repair and maintenance activities for all water system facilities, including raw and finished water pumping and conveyance systems; chemical feed systems, pre-treatment, conventional and advanced treatment systems, wash water and residuals management systems, water wells, booster pumps, storage tanks, mixed oxidant generators, electrical equipment, VFDs, meters, pumps, and valves.
- Assists Automation and Security Administrator in the performance of SCADA system and associated instrumentation, controls and communication system repairs.
- Performs housekeeping and grounds duties on assigned areas to maintain the facilities in a clean, safe, and operable condition.
- Keeps supervisor informed of the proper operation and maintenance of all equipment and facilities.

- Assists with repairs and preventive maintenance of natural gas and diesel powered equipment such as engine driven pumps and generators.
- Performs minor preventive maintenance on facility's equipment and buildings; exercise valves lubricates valves and reports recommendations to maintenance supervisor. Performs minor plumbing and pipefitting tasks as required.
- Utilizes CMMS to maintain accurate records of equipment maintenance.
- Responsible for performing duties according to established safety rules and procedures
- Performs repair and maintenance activities for all water system facilities, including raw and finished water pumping and conveyance systems; chemical feed systems, pre-treatment, conventional and advanced treatment systems, wash water and residuals management systems, water wells, booster pumps, storage tanks, mixed oxidant generators, electrical equipment, VFDs, meters, pumps, and valves.
- Directs apprentices, skilled, and semi-skilled workers in the maintenance, repair, and inspection of water system equipment and facilities.
- Prepares, justifies, and/or administers the budget for program areas; plans, administers, and monitors expenditures to ensure cost-effective support of programs and policies; assesses financial condition of an organization.
- Develops goals, documents performance, reviews, develops, and/or modifies work plans, methods, and procedures, determines work priorities.
- Provides work instruction, assists employees with difficult and/or unusual assignments, and encourages innovation.
- Resolves problems, mediates conflicts encountered during daily operations, determines appropriate solutions, and promotes teamwork. Encourages regular communication and informs staff of relevant business issues and their impact on the organization.
- Develops work schedules to provide adequate staff coverage and approves leave and timesheets. Assigns and distributes work, reviews work for accuracy and completeness, and returns assignments with recommendations for proper completion.
- Provides performance feedback and formally evaluates the work of employees.
- Conducts hiring interviews and selects candidate(s) for job opening(s).
- Provides reward and recognition for proper and efficient performance.
- Assists staff to achieve performance standards and identifies opportunities for continual improvement and development to performance standards.
- Documents causes for disciplinary action, initiates letters of reprimand, and makes formal recommendations for disciplinary action. Responds to formal and informal employee grievances and prepares written responses.
- Ensures staff is attending training, including safety training on a regular basis.

Knowledge, Skills, and Abilities

- Advanced knowledge of tools and maintenance methods.
- Ability to learn how to operate powered and manual equipment.
- Knowledge of occupational hazards and safety procedures in water operations/maintenance field.
- Some knowledge of the operations, services and activities of a water treatment systems; methods and techniques involved in preventive maintenance and repair of water system equipment.
- Ability to comprehend and learn maintenance testing procedures and standards; materials, methods, tools, and equipment used in mechanical maintenance; knowledge of computer software used in the control and maintenance of a water treatment facility.
- Ability to exercise independent judgment and initiative in carrying out assignments; work independently; maintain records.
- Ability to operate powered and manual equipment, machinery and tools used in the water production and maintenance field.
- Ability to read blueprints, schematics, as built drawings, and technical manuals.
- Knowledge of the operations, services and activities of a water treatment systems; methods and techniques involved in preventive maintenance and repair of water system equipment.
- Knowledge of diagnostic tools and testing techniques for evaluating water system equipment.
- Ability to master complex maintenance testing procedures and standards; materials, methods, tools, and equipment used in mechanical maintenance; English grammar, spelling and punctuation; and computer hardware and software used in the control and maintenance of a water treatment facility.

- Ability to exercise independent judgment and initiative in carrying out assignments; work independently; direct staff in daily activities; evaluate the work of staff; gather and analyze data, draw conclusions, make and implement recommendations; identify maintenance problems and determine the appropriate course of action; prepare written correspondence and reports; and maintain records.
- Ability to observe and adhere to safety rules and established regulations and guidelines.
- Attention to Detail – Ability to be thorough when performing work and conscientious about attending to detail.
- Coaching – Provides others with clear direction, motivates, and empowers. Recruits staff of a high caliber and provides staff with development opportunities and coaching.
- Conflict Management – Manages and resolves conflicts, grievances, confrontations, or disagreements in a constructive manner to minimize negative personal impact.
- Customer Service – Ability to interact with customers in a friendly and professional manner, ability to work to resolve issues quickly and effectively, and is knowledgeable about products and services.
- Deciding and Initiating Action – Takes responsibility for actions, projects and people; makes quick, clear decisions which may include tough choices, after considering risks.
- Decision Making – Specifies goals and obstacles to achieving those goals, generates alternatives, considers risks, and evaluates and chooses the best alternative in order to make a determination, draw conclusions, or solve a problem.
- Delivering Results – Ability to set high standards for quality, quantity, and timelines. Focuses on customer needs and satisfaction. Consistently achieves project goals.
- Interpersonal Skills – Ability to show understanding, respect, friendliness, courtesy, tact, empathy, cooperation, concern, and politeness to others and relate well to different people from varied backgrounds and different situations.
- Learning – Uses efficient learning techniques to acquire and apply new knowledge and skills; uses training, feedback, or other opportunities for self-learning and development.
- Mathematical Reasoning – Solves practical problems by choosing appropriately from a variety of mathematical and statistical techniques.
- Planning and Evaluating – Organizes work, sets priorities, determines resource requirements, determines short or long-term goals and strategies to achieve them, coordinates with other organizations or parts of an organization, monitors progress, and evaluates outcomes.
- Reading – Understands and interprets written material, including technical material, rules, regulations, instructions, reports, charts, graphs, or tables; applies what is learned from written material to specific situations.
- Resilience – Deals effectively with pressure; remains optimistic and persistent, even under adversity. Recovers quickly from setbacks.
- Teaching Others – Helps others learn through formal or informal methods; provides resources to help teach others; acts as a mentor.
- Thinking Strategically – Thinks strategically and promotes best practices and leading-edge ideas.
- Writing – Writes in a clear, concise, and organized manner for the intended audience.
- Written Communication – Composes, reviews, edits, and issues written materials for diverse audiences and communicates purpose in a succinct and organized manner that is appropriate for context, time, and place.

Education Requirement

- High School Diploma or GED.

Experience Requirement

Four (4) years of equipment maintenance experience, which must include the repair and maintenance of industrial equipment related to water including pumps (e.g., centrifugal, metering and progressive cavity), compressors, chemical feed systems, high horsepower motors (greater than 50 horsepower), piping systems, etc. Maintenance experience in a water, wastewater or similar industrial facility is preferred. Two (2) years of vocational training in one or more maintenance trades highly desirable.

Education and Experience Equivalency

One (1) year of the appropriate type and level of experience may be substituted for each required year of post-high school education. Additional appropriate education may be substituted for the minimum experience requirements.

Licensure and Certifications

- Must possess a valid Class B Commercial Driver's License
- Must possess a New Mexico Water Systems Level III certificate

Special Requirements

- Obtain and maintain a City of Santa Fe driving permit within three (3) months of hire.
- Must pass a drug/alcohol screening prior to employment and periodically thereafter.
- Must be able to comply with respirator and other PPE requirements.
- Employee may be called out in emergency situations. When contacted, the employee is expected to report to work unless there are special non-recurring circumstances.
- Must be able to hold 24 hour emergency stand by duties on a rotational basis.
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Physical Requirements

- Requires the exertion of up to 100 pounds of force.
- May be required to enter and work in confined spaces and climb ladders.
- Requires speaking or hearing and using hands to finger, handle or feel, requires sitting, standing, walking, stooping, kneeling, crouching, or crawling, reaching with hands and arms and lifting.
- Standard vision requirements.
- Vocal communication is required for expressing or exchanging ideas by means of the spoken word and conveying detailed or important instructions to others accurately, loudly or quickly.
- Hearing is required to perceive information at normal spoken word levels and to receive detailed information through oral communications and/or to make fine distinctions in sound.
- Work requires preparing and analyzing written or computer data, using of measuring devices, operating motor vehicles and observing general surroundings and activities.

Working Environment

- Work is performed primarily outdoors, occasionally in inclement weather and in a field environment.
- Incumbents are exposed to loud noises, vibrations, chemicals, toxic gases and fumes, allergens, is exposed to the possibility of cuts, bruises, scrapes, broken bones, burns, germs, bacteria.
- Irregular working hours, the employee may be called out in emergency situations.
- Work is generally in a moderately noisy location (e.g., business office, light traffic).
- Requires attendance at evening meetings and special project deadlines outside the normal workweek.
- Some travel to off-site locations is required.

EEO/ADA Compliance

The City of Santa Fe is an Equal Opportunity Employer. In compliance with the American's with Disabilities Act, the City will provide reasonable accommodations to qualified individuals with disabilities and encourages both prospective employees and incumbents to discuss potential accommodations with the employer.

Veterans' Hiring Initiative

Pursuant to City of Santa Fe Resolution No. 2013-079, the City of Santa Fe Human Resources Department has implemented a Veterans' Hiring Initiative policy in order to provide opportunities for veterans who meet or exceed the minimum qualifications for city employment to obtain City employment. The Governing Body does not guarantee that a veteran shall be hired for the position being applied for, only that the veteran will be given an interview; and, it does not intend to supersede or modify any collective bargaining agreement that is currently in place with the City of Santa Fe.

Job applicants who are veterans with an honorable discharge from the military or are members of the National Guard or Reserve who have successfully completed basic training, must use the Veterans' Certification Form to identify themselves and then must

attach a copy of their DD214 or DD215 and/or their proof of current Active, Guard or Reserve enlistment in order to certify their status for the position in which applying for.

Applications must be submitted online at:

<https://cityofsantafenemployees.munisselfservice.com/employmentopportunities/default.aspx>

Resumes will not be accepted in lieu of the city application form, unless the position status is at-will. When required of the position, high school diploma/GED, college degree(s), certification(s), or license(s) must be attached at the time of submission of the application. Each applicant is considered only for the current vacancy indicated on the application submitted. It is the responsibility of the applicant to monitor any future openings and to submit a separate application for each position. Incomplete applications will not be considered. Applications become public record upon receipt and may be made available for public inspection upon request. Pre-placement physical exams, and drug and alcohol screenings are required for some positions.

This job announcement is not intended to be inclusive of all functions, responsibilities and qualifications associated with the position, however, representative of the essential job functions and typical criteria considered necessary to successfully perform the position. This position 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 position change.

Acknowledgment

This job description is not designed to cover or contain a comprehensive listing of activities, duties or responsibilities that are required of the employee.

I have read and understand the above job description. I verify that I meet the requirements and am able to perform the duties and responsibilities on this job description.

Print Employee Name

Date

Employee Signature