



**WEST VALLEY WATER DISTRICT
855 W. BASE LINE ROAD, RIALTO, CA 92376
PH: (909) 875-1804
WWW.WVWD.ORG**

**HUMAN RESOURCES COMMITTEE MEETING
AGENDA**

Wednesday, September 10, 2025, 6:00 PM

NOTICE IS HEREBY GIVEN that West Valley Water District has called a meeting of the Human Resources Committee to meet in the Administrative Conference Room, 855 W. Base Line Road, Rialto, CA 92376.

BOARD OF DIRECTORS

**Director Kelvin Moore, Chair
Director Estevan Bennett**

Members of the public may attend the meeting in person at 855 W. Base Line Road, Rialto, CA 92376, or you may join the meeting using Zoom by clicking this link: <https://us02web.zoom.us/j/8402937790>. Public comment may be submitted via Zoom, by telephone by calling the following number and access code: Dial: (888) 475-4499, Access Code: 840-293-7790, or via email to administration@wvwd.org.

If you require additional assistance, please contact administration@wvwd.org.

CALL TO ORDER

PUBLIC PARTICIPATION

Any person wishing to speak to the Board of Directors on matters listed or not listed on the agenda, within its jurisdiction, is asked to complete a Speaker Card and submit it to the Board Secretary, if you are attending in person. For anyone joining on Zoom, please wait for the Board President's instruction to indicate that you would like to speak. Each speaker is limited to three (3) minutes. Under the State of California Brown Act, the Board of Directors is prohibited from discussing or taking action on any item not listed on the posted agenda. Comments related to noticed Public Hearing(s) and Business Matters will be heard during the occurrence of the item.

Public communication is the time for anyone to address the Board on any agenda item or anything under the jurisdiction of the District. Also, please remember that no disruptions from the crowd will be tolerated. If someone disrupts the meeting, they will be removed.

DISCUSSION ITEMS

1. Updates to the Human Resources Committee
2. July 9, 2025 and August 13, 2025 Meeting Minutes **PG. 4**
3. Update on Employees on FMLA and Medical Leave
4. Update on Liability Claims
5. Update on Workers Compensation Claims
6. Update on Recruitments
7. IE Works Annual Membership Fee Renewal for 2025/26 **PG. 8**
8. Modification to the Water Distribution Operator I & II **PG. 10**
9. Discussion on Upcoming Holiday Closure

ADJOURN

Please Note:

Material related to an item on this Agenda submitted to the Committee after distribution of the agenda packet are available for public inspection in the District's office located at 855 W. Baseline, Rialto, during normal business hours. Also, such documents are available on the District's website at www.wvwd.org subject to staff's ability to post the documents before the meeting.

Pursuant to Government Code Section 54954.2(a), any request for a disability-related modification or accommodation, including auxiliary aids or services, in order to attend or participate in the above-agendized public meeting should be directed to the Acting Board Secretary, Paola Lara, at least 72 hours in advance of the meeting to ensure availability of the requested service or accommodation. Ms. Lara may be contacted by telephone at (909) 875-1804 ext. 702, or in writing at the West Valley Water District, P.O. Box 920, Rialto, CA 92377-0920.

DECLARATION OF POSTING:

I declare under penalty of perjury, that I am employed by the West Valley Water District and posted the foregoing Agenda at the District Offices on September 4, 2025.

Paola Lara

Paola Lara, Acting Board Secretary

Date Posted: September 4, 2025

MINUTES
HUMAN RESOURCES COMMITTEE MEETING
of the
WEST VALLEY WATER DISTRICT
July 9, 2025

I. CALL TO ORDER

Chair Moore called the meeting to order at 6:00 p.m.

| Attendee Name | Present | Absent | Late | Arrived |
|----------------------|-------------------------------------|--------------------------|--------------------------|----------------|
| Kelvin Moore | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | |
| Estevan Bennett | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | |
| Haydee Sainz | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | |
| John Thiel | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | |
| Linda Jadeski | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | |

II. PUBLIC PARTICIPATION

Chair Moore inquired if anyone from the public would like to speak. No requests were received therefore; Chair Moore closed the public comment period.

III. DISCUSSION ITEMS

1. Updates to the Human Resources Committee.

Human Resources and Risk Manager Sainz reported that staff are working with ACWA JPIA, to finalize the process of securing EPLI insurance, and are working to provide requested information so JPIA can review the loss run and determine the next steps in the process. A meeting is anticipated to be scheduled in September with the ACWA Board.

Mrs. Sainz provided an update on the HR Policies, and discussed the HR Policy Section 2305 Use of District Vehicle and Finance Policy - Vehicle Use and Fleet Replacement Policy to communicate that the language referring to use of vehicle for personal reasons reflected in the latter will be established in both policies to eliminate subjective interpretation.

Staff communicated that the proposed Management Leave of 40 hours for Chief Operators and Senior Public Affairs Representative is recommended due to the number of hours they work above the regular scheduled hours. This would align with industry standards as these positions are exempt from overtime. The HR committee requested additional information regarding the number of calls received and other criteria to justify the recommendation of the proposed Management Leave. Staff will bring this item back to the committee.

WVWD

Minutes: 7/9/2025

2. June 11, 2025, Meeting Minutes.

The committee approved the minutes.

3. Update on Employees on FMLA and Medical Leave.

Human Resources and Risk Manager Sainz provided the update.

4. Update on Liability Claims.

Human Resources and Risk Manager Sainz provided the update.

5. Update on Workers Compensation Claims.

Human Resources and Risk Manager Sainz provided the update.

6. Update on Recruitments.

Human Resources & Risk Manager Sainz reported that the Public Outreach and Government Affairs Representative I candidate started July 7th. The Customer Service Representative I candidate will start July 21st. Water Distribution Operator II interviews took place July 9th and 7 candidates passed, the second interviews will be scheduled. The Project Manager position is open for recruitment it will close on August 8th. Chief Water Operator – Production hiring manager is assessing the structure of the Division and will make a recommendation. The Support Services Supervisor is open for recruitment it will close on August 8th. Customer Service Representative III hiring manager is assessing the need for the position.

7. Update on Conflict-of-Interest Code.

Board Secretary Dominguez presented the Conflict-of-Interest Code for designated positions and reported that staff has been working with FPPC to update our Conflict of Interest Code which needs to be updated every two years. They are currently reviewing our two newest positions and will then certify the Conflict of Interest Code which will then be taken to the Board for review and approval.

IV. ADJOURN

Chair Kelvin Moore adjourned the meeting at 6:30 p.m.

ATTEST:

Paola Lara, Acting Board Secretary

Minutes were approved on _____ by the Human Resources Committee of the West Valley Water District.

WVWD

Minutes: 7/9/2025

MINUTES
HUMAN RESOURCES COMMITTEE MEETING
of the
WEST VALLEY WATER DISTRICT
August 13, 2025

I. CALL TO ORDER

Chair Moore called the meeting to order at 6:01 p.m.

| Attendee Name | Present | Absent | Late | Arrived |
|----------------------|-------------------------------------|--------------------------|--------------------------|----------------|
| Kelvin Moore | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | |
| Estevan Bennett | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | |
| Angela Garcia | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | |
| Haydee Sainz | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | |
| John Thiel | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | |
| Linda Jadeski | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | |

II. PUBLIC PARTICIPATION

Chair Moore inquired if anyone from the public would like to speak. No requests were received therefore; Chair Moore closed the public comment period.

III. DISCUSSION ITEMS

1. Updates to the Human Resources Committee.

Human Resources and Risk Manager Sainz communicated that staff has proposed to include “On-Call” duties to the Water Distribution positions I and II job descriptions. Currently only the III and Lead job descriptions have the “On-Call” duties included and the union has brought forth a concern from their members about possible burn out. In response to the concern the “On Call” duties will be included for Water Distribution Operators I and II.

2. Update on Employees on FMLA and Medical Leave.

Human Resources and Risk Manager Sainz provided the update.

3. Update on Liability Claims.

Human Resources and Risk Manager Sainz provided the update.

4. Update on Workers Compensation Claims.

Human Resources and Risk Manager Sainz provided the update.

WVWD

Minutes: 8/13/2025

5. Update on Recruitments.

Human Resources & Risk Manager Sainz reported that the Public Outreach and Government Affairs Representative I candidate started July 7th. Water Distribution Operator II candidate will start on August 19th. The Project Manager recruitment position closed on August 8th and applications are being reviewed. Chief Water Operator – Production hiring manager is assessing the structure of the Division and will make a recommendation. The Support Services Supervisor recruitment closed on August 8th applications are being reviewed. Customer Service Representative III, hiring manager is assessing the need for the position.

6. Update on HR Policies and Procedures Manual Proposed Changes.

Human Resources & Risk Manager Sainz provided an update on changes made to Sections 102, 202, 404, and 1005. Staff has proposed Management Leave for Chief Operators and Senior Public Affairs Representative is recommended due to the number of hours they work above the regular scheduled hours. This will align with industry standard as District comparable agencies provide Management Leave hours to supervisory staff as they are exempt from earning overtime when responding to an emergency call after hours.

The Committee also reviewed and discussed section 2307 “Cell Phone Use While Driving.”

Staff indicated the policies and procedures manual will be presented to the Policy Committee and if approved, the manual will be presented to the Union. Thereafter, the final draft will be presented to the Board of Directors in September 2025 for adoption.

IV. ADJOURN

Chair Kelvin Moore adjourned the meeting at 6:23 p.m.

ATTEST:

Paola Lara, Acting Board Secretary

Minutes were approved on _____ by the Human Resources Committee of the West Valley Water District.



STAFF REPORT

DATE: September 10, 2025
TO: Human Resources Committee
FROM: Haydee Sainz, Human Resources & Risk Manager
SUBJECT: IE Works Annual Membership Fee Renewal for 2025/26

STRATEGIC GOAL:

Strategic Goal 2 - Be an Exemplary Employer

Objective 2C. Advance Community Workforce Development

BACKGROUND:

Since 2021, the District has participated in the IE Works Skilled Trades Internship Program in collaboration with Jewish Vocational and Career Counseling Service (JVS), a non-sectarian 501(c)(3) nonprofit organization. The program was designed to provide students with hands-on field instruction, allowing them to apply classroom theory in a professional setting while receiving mentorship from experienced staff. Over the course of the program, District personnel successfully trained twelve interns, three of whom have since been hired as Assistant Water System Operators and are now gainfully employed. This initiative has served as a model for workforce development, connecting skilled professionals with local communities to help prepare the next generation of water industry workers. Separate from the IE Works activities, the District is continuing to develop and advance community education and workforce development alternatives which would more directly serve our customer base.

DISCUSSION:

IE Works has submitted a new grant proposal aimed at evolving the current internship model. If selected, the grant will support the launch of a redesigned program scheduled to begin in April 2026. The proposed changes are intended to expand the scope of training, enhance career pathways, and better align with emerging industry needs. The District remains committed to supporting this transition and continuing its role in cultivating a skilled and diverse water workforce. While this is in progress, the District has been asked to contribute an annual membership fee of \$6,000 to remain an active partner.

While the District has previously participated in the internship program and successfully trained twelve interns—three of whom are now employed as Assistant Water System Operators—there is currently no formal program in place that allows for continued intern training. In light of this, we are seeking direction from the Board regarding how the District should proceed with its membership in IE Works and whether to authorize the requested fee in anticipation of future program developments.

FISCAL IMPACT:

Funds for the program are budgeted for FY 2025/26 in the amount not to exceed \$50,000 to cover the cost of the program including membership fees and potential internship labor costs.

REQUESTED ACTION:

Staff recommends that this item be submitted for Committee consideration and forwarded to the Board of Directors for action on the IE Works 2024/25 Skilled Trades Internship annual membership fee renewal.



Water Distribution Operator I

| | |
|------------------------|--|
| Department/Division: | Operations/Distribution |
| Reports To: | Chief Water Systems Operator – Distribution & Meter Services |
| Provides Direction To: | None |
| FLSA Exemption Status: | Non-Exempt |
| Effective Date: | December 19, 2024; September 10, 2025 |

GENERAL PURPOSE

Under close supervision, to install, maintain, and repair water services, valves, mains, meters, and hydrants; to operate and maintain heavy equipment used in water services work; and to perform a variety of skilled maintenance trades work. Every operator is required to serve on a rotating shift and serve “on call” with a District cell phone after hours, weekends and holidays.

DISTINGUISHING CHARACTERISTICS

This is the first working level in the Water Distribution Operator classification series with incumbents performing water maintenance and distribution work of average complexity. Incumbents perform a variety of duties such as installing, operating and maintaining water mains, valves, hydrants, service lines, meters, and all other facilities of the District; painting of District structures; marking mains and services for Underground Service Alerts; flushing the distribution system; exercising fire hydrants and valves; raising valve boxes; and, performing related duties and responsibilities as assigned. The Water Distribution Operator I is distinguished from the Water Distribution Operator II in that the Water Distribution Operator I requires a lower level of certification and performs a narrower scope of work under closer supervision.

ESSENTIAL FUNCTIONS

The duties listed below are intended only as illustrations of the various types of work that may be performed. The omission of specific statements of duties does not exclude them from the position if the work is similar, related or a logical assignment to the class.

- Participates in the performance of a variety of water utility duties in the maintenance and repair of water plants and facilities;
- Participates as a crew member in the installation, maintenance, modification, and repair of water mains, blowers, valves, hydrants, services, meters, and related infrastructure.
- Operates a forklift, roller cement mixer, compressor, jackhammer, concrete saws, drills and similar equipment and tools depending on status of training;
- Assists in performing basic records maintenance of work performed.
- Performs proper shoring of trenches and safety practices.
- Digs and backfills trenches; lays pipe and drills and taps water mains; locates, taps, and installs new customer services; learns to make skilled fittings and connections.

- Participates in turning on and off water services; cleans mains and flushes the water system.
- Assists in locating and marking water lines for contractors and District crews; responds to Underground Service Alert (USA) requests.
- Investigates leaks and reports service interruptions; repairs valves and insures that they are working properly.
- Repairs and/or replaces meter boxes.
- Provide courteous and expeditious customer service to the general public and District staff;
- Participates in advising customers of leaks and suggests how to resolve the problems; informs customers of water shut offs for repairs.
- Performs a variety of related welding, carpentry, fencing, painting, plumbing, masonry, graffiti removal.
- Cuts and places concrete and asphalt.
- Sets up traffic control in accordance with safety standards; flags and directs traffic.
- Raises valve can boxes that have been paved over.
- Assists in making necessary repairs to special recording registers in the field or shop;
- Assists in assembling drive trains;
- Cross-trains in other department job duties.
- Maintains assigned District vehicle including servicing and periodic safety checks.
- Participates in District safety meetings
- District employees are expected to work overtime, weekends, evenings, and holidays as required to accommodate the District's needs and respond as a Disaster Emergency Service Worker.
- Performs other related duties, as assigned.

QUALIFICATIONS GUIDELINES

Knowledge of:

- Water distribution procedures, equipment, materials, and hand tools. Uses common construction and maintenance tools and equipment.
- Basic equipment operation, maintenance, and repair principles and practices.
- Water distribution facilities, including mains, meters, hydrants and valves.
- Principles and methods of pipe laying, fitting, welding and concrete work.
- Safe work practices.

Ability to:

- Perform responsible water system maintenance duties.
- Repair, install, and maintain water mains, services, hydrants, meters and valves.
- Operate and maintain a variety of hand and power tools and related equipment.
- Learn to lay and fit pipe; mix, pour and finish cement; install valves and meters.
- Perform heavy physical labor.
- Assess system demand, flow rates and velocity, head loss, cavitation, water hammer, water pressure and volume, static and dynamic pressure.
- Use modern office equipment, including computers and software used in water distribution.
- Read, interpret and apply pertinent laws, rules, and regulations related to the work.
- Learn to read and interpret plans, maps, blueprints, specifications, construction

- designs and drawings.
- Maintain accurate and complete records.
- Understand and carry out oral and written instructions.
- Communicate effectively verbally and in writing.

Minimum Qualifications

Any combination of education, training, and experience that would likely provide the knowledge, skills, and abilities to successfully perform in the position is qualifying. A typical combination includes:

Education: High School diploma or equivalent.

And

Experience: One (1) year of experience in either meter services or distribution system operations with a public agency water system, equivalent to a Water Distribution Operator Assistant.

Licenses, Certificates; Special Requirements:

Must possess an appropriate valid Class "C" Driver's License issued by the California State Department of Motor Vehicles, and a good driving record.

Possession of SWRCB Certification as a Grade II Water Distribution Operator.

PHYSICAL AND MENTAL DEMANDS

The physical and mental demands described here are representative of those that must be met by employees to successfully perform the essential functions of this class. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

While performing the duties of this classification, an incumbent is regularly required to stand; use hands and fingers to handle, or feel; talk and hear. The incumbent is frequently required to walk and to reach with hands and arms. The employee is frequently required to sit, climb or balance and stoop, kneel, crouch or crawl. The incumbent must regularly lift and/or move up to ten (10) pounds, frequently lift and/or move up to fifty (50) pounds, and occasionally lift and/or move up to one-hundred (100) pounds. Specific vision abilities required by this job include close vision, distance vision, color vision, peripheral vision, depth perception and ability to adjust focus. Work involves exposure to potential harm, infectious disease and hazardous chemicals including smoke, fumes, gas, treated water, high frequency noise, dirt, dust, grease, oil, chemicals, solvents and toxic agents. Incumbents need to be able to tolerate unpleasant odors, wet conditions and uncomfortable climate conditions.

THIS POSITION MAY BE ELIMINATED, OR THE DUTIES, QUALIFICATIONS AND TRAINING REQUIRED CHANGED BY THE BOARD OF DIRECTORS AND/OR THE GENERAL MANAGER, WHEN IN THEIR JUDGEMENT, IT IS CONSIDERED NECESSARY AND PROPER FOR THE EFFICIENT OPERATION OF THE DISTRICT.



Water Distribution Operator II

| | |
|------------------------|--|
| Department/Division: | Operations/Distribution |
| Reports To: | Chief Water Systems Operator – Distribution & Meter Services |
| Provides Direction To: | None |
| FLSA Exemption Status: | Non-Exempt |
| Effective Date: | December 19, 2024; September 10, 2025 |

GENERAL PURPOSE

Under general supervision, to install, maintain, and repair water services, valves, mains, meters, and hydrants; to operate heavy equipment used in water service work; and to perform a variety of skilled maintenance trades work. Every operator is required to serve on a rotating shift and serve “on call” with a District cell phone after hours, weekends and holidays.

DISTINGUISHING CHARACTERISTICS

This is the second working level in the Water Distribution Operator classification series with incumbents performing water distribution work of average complexity. Incumbents perform a variety of duties related to installing, operating and maintaining water mains, valves, hydrants, service lines, meters, booster pumps, and all other facilities of the District; weed abatement; painting of District structures; marking mains and services for Underground Service Alerts; flushing the distribution system; exercising fire hydrants and valves; raising valve boxes; monitoring and controlling flows and pressures in the distribution system; and, performing related duties and responsibilities as assigned. The Water Distribution Operator II is distinguished from the Water Distribution Operator I in that the Water Distribution Operator II requires a higher level of certification and performs a broader range of distribution and maintenance work with less supervision. The Water Distribution Operator II is distinguished from the Water Distribution Operator III in that the Water Distribution Operator III is the full performance level in the series.

ESSENTIAL FUNCTIONS

The duties listed below are intended only as illustrations of the various types of work that may be performed. The omission of specific statements of duties does not exclude them from the position if the work is similar, related or a logical assignment to the class.

- Participates in the performance of a variety of water utility duties in the maintenance and repair of water plants and facilities.
- Participates in the work of crews engaged in the installation, maintenance, modification, and repair of water mains, blowers, valves, hydrants, services, meters,

- booster pumps and related infrastructure.
- May participate in training and guiding lesser skilled workers in the proper performance of duties.
- Operates a forklift, roller cement mixer, compressor, jackhammer, concrete saws, sandblaster, drills, welding equipment, and/or similar equipment and tools.
- Maintains records of work performed.
- Performs proper shoring of trenches and safety practices.
- Digs and backfills trenches; lays pipe and drills and taps water mains; locates, taps, and installs new customer services; learns to make skilled fittings and connections.
- Turns on and off water services; cleans mains and flushes the water system.
- Locates and marks water lines for contractors and District crews, responding to Underground Service Alert (USA) requests.
- Investigates leaks and reports service interruptions; repairs valves and insures that they are working properly.
- Provides courteous and expeditious customer service to the general public and District staff.
- Advises customers of leaks and suggests how to resolve the problems; informs customers of water shut offs for repairs.
- Performs a variety of related welding, carpentry, fencing, painting, plumbing, masonry, grounds maintenance, tree trimming and graffiti removal.
- Cuts and place concrete and asphalt.
- Sets up traffic control in accordance with safety standards; flags and directs traffic.
- Locates and installs irrigation sprinkler systems; performs ground maintenance, tree trimming and weed abatement.
- Raises valve boxes that have been paved over.
- Assists in making necessary repairs to special recording registers in the field or shop;
- Assists and learns to check discs, diaphragms and bushings; learns to assemble drive trains;
- Clean and maintain reservoirs, buildings, sludge beds, and blending ponds.
- Cross-trains in other department job duties.
- Maintains assigned District vehicle including servicing and periodic safety checks.
- Participates in District safety meetings
- District employees are expected to work overtime, weekends, evenings, and holidays as required to accommodate the District's needs and responds as a Disaster Emergency Service Worker.
- Performs other related duties, as assigned.

QUALIFICATIONS GUIDELINES

Knowledge of:

- Water distribution facilities including mains, meters, hydrants and valves.
- The District's distribution system.
- Geography and street locations of the District.
- District policies, procedures and specifications.
- Advanced principles and methods of pipe laying, fitting, welding and concrete work.
- Tools and equipment used in the installation, maintenance, and repair of water mains, services, meters, hydrants and valves.
- Equipment operation, maintenance, and repair methods and practices at an advanced journey level.

- Safe work practices.

Ability to:

- Independently perform skilled and responsible water system maintenance duties.
- Train lesser-skilled staff in water services and repair work.
- Determine work methods and materials for assigned job.
- Repair, install, and maintain water mains, services, hydrants, meters and valves at an advanced level.
- Maintain accurate records of work performed.
- Lay and fit pipe; mix, pour and finish cement; install valves and meters.
- Perform heavy physical labor.
- Operate power-driven equipment, and welder used in water service work.
- Read and interpret plans, drawings, maps, and specifications.
- Communicate clearly and concisely.
- Understand and carry out oral and written instructions.
- Observe proper safety precautions.
- Work overtime as required.
- Operate a vehicle, observing laws and defensive driving practices.

Minimum Qualifications

Any combination of education, training, and experience that would likely provide the knowledge, skills, and abilities to successfully perform in the position is qualifying. A typical combination includes:

Education: High School diploma or equivalent.

And

Experience: Two (2) of responsible experience in water distribution system operations, maintenance, and repair with a public agency water system, equivalent to a Water Distribution Operator I.

Licenses, Certificates; Special Requirements:

Must possess an appropriate valid Class "C" Driver's License issued by the California State Department of Motor Vehicles, and a good driving record.

Possession of SWRCB Certification as a Grade 2 Water Distribution Operator.

Possession of SWRCB Certification as a Grade 1 Water Treatment Operator.

PHYSICAL AND MENTAL DEMANDS

The physical and mental demands described here are representative of those that must be met by employees to successfully perform the essential functions of this class. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

While performing the duties of this classification, an incumbent is regularly required to stand; use hands and fingers to handle, or feel; talk and hear. The incumbent is frequently required to walk and to reach with hands and arms. The employee is frequently required to sit, climb or balance and stoop, kneel, crouch or crawl. The incumbent must regularly lift and/or move up to ten (10) pounds, frequently lift and/or move up to fifty (50) pounds, and occasionally lift and/or move up to one-hundred (100) pounds. Specific vision abilities required by this job include close vision, distance vision, color vision, peripheral vision, depth perception and ability to adjust focus. Work involves exposure to potential harm, infectious disease and hazardous chemicals including smoke, fumes, gas, treated water, high frequency noise, dirt, dust, grease, oil, chemicals, solvents and toxic agents. Incumbents need to be able to tolerate unpleasant odors, wet conditions and uncomfortable climate conditions.

THIS POSITION MAY BE ELIMINATED, OR THE DUTIES, QUALIFICATIONS AND TRAINING REQUIRED CHANGED BY THE BOARD OF DIRECTORS AND/OR THE GENERAL MANAGER, WHEN IN THEIR JUDGEMENT, IT IS CONSIDERED NECESSARY AND PROPER FOR THE EFFICIENT OPERATION OF THE DISTRICT.