

NEW JOB POSTING

Maintenance Person as Primary Position with "Other" Positions as Secondary

11-30-21

Redlands Water and Power Company

Grand Junction, CO

Become part of the Redlands Water and Power Company (RW&PC) team and tradition that was originally founded in 1905. This long-time company diverts water from the Gunnison River approximately 2.5 miles upstream from the Confluence of the Colorado River and supplies irrigation water to its Shareholders within the area of the Grand Valley known as the Redlands, servicing over 4,500 acres of land in the Redlands area of western Colorado. RW&PC is committed to our valued employees while delivering irrigation water and clean hydro-power electricity for a greener environment.

This position opportunity provides:

- Full-time position, 4 to 5-days a week, with some weekends and on-call obligations
- 40 hours per week, typical 7:00 am to 5:30 pm hours
- Starting wage is \$23.50 to \$27.00 per hour based on qualifications and experience
- All work performed in the Grand Junction area
- Medical Health insurance plan and HSA savings account after 2-months
- 401(k) Retirement Plan with 5% company match after 1/yr. and 1,000/hrs.
- 6-Paid Holidays observed plus 1-day employee choice
- Paid Vacation after 12-months

Applications and resumes will be accepted until the position is filled.

Applications and full Job Descriptions are available online at RW&PC's website at;

www.redlandswaterandpower.com on the home page in "Latest News Click Here", scroll down to "Maintenance Position" to find documents to download, fill in and return. Submit application and resume to info@redlandswpc.com with "Maintenance Position" in the subject title, or mail to; RW&PC Office: 2216 S. Broadway, Grand Junction, CO 81507. You may call (970)243-2173 Mon.-Thur. 7:00 am to 5:00 pm for information.

About this position:

- You would be working with an RW&PC staff that is currently comprised of three administration management personnel, two hydro-generation plant operators, and four to five ditch riders who serve as the backbone of this non-profit company. Each one is dedicated, reliable, and responsible for maintaining the water delivery systems professionally and courteously for our neighbors and community.
- The Maintenance Technician is responsible for a variety of semi-skilled and/or skilled tasks for the repair of pumps, equipment, trucks, electrical systems, and tools. Experience with plumbing, heating, air conditioning, welding & carpentry is also desired. It is a "hands-on" position. This position may also lead and supervise other maintenance personnel; assist, backs-up, and performs other duties and those position responsibilities such as "Ditch Rider" and "Power Plant Operator" as needed.
- This is a new position within RW&PC that will require many areas of skilled experience and knowledge from the right individual. It is expected for this individual to become familiar with the infrastructure within 12 months and understand the secondary positions in the same timeframe or less while getting trained on the job by senior staff.
- This position Reports to Superintendent/Manager, Assistant Manager, and/or Senior Power Plant Operator. This position may supervise full-time employees, temporary and/or contingency staff on an occasional basis.

Essential Job Functions: (partial list non-inclusive)

- Oversees, plans and schedules work assigned for maintenance by themselves and/or other employees to produce efficient and desired outcomes.
- Assists with the planning, preparation, training, and orientation of maintenance work for other maintenance team members.
- Inspects and/or repairs equipment at frequent intervals to ensure that all aspects of the mechanical systems, equipment, and infrastructures are safe and functioning properly; maintains a variety of records electronically.
- Extensive knowledge of hand tools and uses for; electrical repairs; equipment repairs, and automotive repairs. Plumbing, concrete, painting, carpentry, and small engine repairs are desired.
- Excellent analytical and problem-solving skills while becoming familiar with all RW&PC operations and facilities.
- Evaluate equipment or facilities to determine maintenance or repairs that need to be performed and perform those duties.
- Works with management to plan work priorities, obtain necessary supplies, and assess skills needed to complete tasks.
- Assesses systems, problems, and schedules to plan work assignments.

Requirements/Qualifications:

- High school diploma or equivalent with four or more years of progressive and practical. experience in at least one or more of the skilled trades previously described preferred.
- Minimum (5) years of relevant hands-on work and supervisory experience.
- Current valid Colorado Class R driver's license, Commercial driver's license (CDL) is preferred.
- Relevant professional trade certifications are desirable.
- The employee must be able to move about the work environment to diagnose building issues and plan repairs or maintenance. Must frequently move or re-position up to 50 pounds of materials or objects. Must be physically able to perform job duties when needed.
- A pre-employment assessment will be required.

Redlands Water and Power Company is an equal opportunity employer.

REDLANDS WATER AND POWER COMPANY

JOB DESCRIPTION

JOB TITLE	"Maintenance Technician" as Primary Position with "Other" positions as secondary duties
Revision Date	11/30/2021
Location	Grand Junction, and surrounding Grand Junction Area

General Information

Status: FT, PT, or PRN	FT – Full Time (Hourly)
Approximate hours per week	40 Overtime may be required as needed
Position Reports to	Superintendent/Manager and/or Operations Manager
Exempt / Non-Exempt	Non-exempt
Equal Pay Act Status: This salary range is based singularly or in the combination of the following categories: <ul style="list-style-type: none">• Seniority• Merit• Quantity/Quality• Geographic• Education• Travel requirements	

Company Purpose Statement

Redlands Water and Power Company (RW&PC), originally founded in 1905 as Redlands Irrigation & Power Company, diverts water from the Gunnison River approximately 2.4 miles upstream from the Confluence of the Gunnison River and the Colorado River and supplies irrigation water to the area of the Grand Valley known as the Redlands, servicing about 6,000 shares of water stock over 4,500 acres of land in the Redlands area of western Colorado. RW&PC is committed to delivering irrigation water and clean hydro-power electricity for a greener environment.

Position Purpose (Summary)

The Maintenance Technician is responsible for a variety of semi-skilled and/or skilled tasks for the repair of pumps, equipment, trucks, electrical systems, and tools. Experience with plumbing, heating, air conditioning, welding & carpentry is also desired. It is a "hands-on" position. This position may also lead and supervise other maintenance personnel; assist, back-up, and performs other duties and those position responsibilities such as "Ditch Rider" and "Power Plant Operator" as needed.

Essential Job Functions

- SAFETY IS ALWAYS THE FIRST PRIORITY!
- Oversees, plans and schedules work assigned for maintenance by themselves and/or other employees.
- Assists with the planning, preparation, training, and orientation of maintenance work and other maintenance team members.
- Inspects and/or repairs equipment at frequent intervals to ensure that all aspects of the systems/equipment are safe and functioning properly; maintains a variety of records electronically.
- Evaluates systems, equipment, or facilities to determine maintenance or repairs that need to be performed.
- Performs automotive repairs such as tire and wheels, electrical and lighting, oil changes, belts, basic body or cab repairs, lubricating, and minor tune-ups.
- Works with management to plan work priorities, obtain necessary supplies, and assess skills needed to complete tasks.
- Assesses systems, problems, and schedules to plan work assignments.
- Some personal hand tools are required for this position *See "Basic Tools Required for Maintenance Person" sheet.

- Collaborates with team members to discuss upcoming work assignments; delegates assignments based on team members' skills and experience.
- Ensures maintenance and repair work is completed safely, effectively, and promptly.
- Assists team members with technical issues or advanced problems with given assignments.
- Inspects work performed by team members.
- Tracks and logs workers' time, materials, and other resources used for inventory purposes.
- Works with management to coordinate for safety, equipment, tool needs, and materials acquisition in advance of scheduled work.
- Schedules third-party contractors, inspectors, or materials for timely and efficient work requirements.
- Performs other related duties as assigned.
- Estimates cost of labor and items needed for work orders; acquires competitive prices for supplies and equipment required for the task(s).
- Assist in performing assigned tasks within the company's district during the Irrigation and Maintenance Seasons.
- Maintain knowledge and abide by all department and company policies and procedures.
- Comply with and practice company Safety Program requirements and attend all safety meetings.
- Contribute to team efforts by accomplishing related tasks as assigned while promoting team and individual efforts.
- Performs other job-related tasks and duties as assigned with a clear understanding of each task.

Required Screen Clearance

- 1 Drug Screening (Pre-employment and random) and Pre Employment Physical
- 2 Background screening
- 3 Motor Vehicle report clearance per company insurance guidelines

Knowledge, Skills, Abilities, and Other Characteristics

- Extensive knowledge of mechanical & electrical devices such as pumps, motors, equipment, and vehicles.
- Extensive knowledge of hand tools and uses for; electrical repairs; equipment repairs, and automotive repairs. Plumbing, concrete, painting, carpentry, and small engine repairs are desired.
- Excellent analytical and problem-solving skills while becoming familiar with all RW&PC operations and facilities.
- Prioritize tasks with workloads, urgency, logistics, and safety.
- Identify issues and determine repairs that are needed and work to resolve them in a timely manner.
- Safely operates vehicles/equipment of various sizes and weights in the loading, hauling, and unloading of various equipment, and other job functions; operates pneumatic tools and power tools.
- Plan maintenance schedules for building systems, facilities, pump houses/stations, power plant, office, shop, or other places for RW&PC as well as vehicles and equipment.
- Understanding of automotive and motorized engines and equipment with the ability to perform repairs and maintenance in a timely manner.
- Interpret sketches, blueprints, shop drawings, and work orders to other personnel.
- Ability to work alone, or with others efficiently to produce positive outcomes.
- Proficient with software as needed to complete reports, logs, and inventory.
- Respond appropriately to changing situations.
- Ability to communicate effectively in person, over the telephone, and in writing using English.
- Experience with GIS mapping and data entry using the computer, PC-Pad, or mobile phone applications is desired.
- Use logic and reasoning to identify the strengths and weaknesses of alternative solutions, conclusions, or approaches to problems.
- Knowledge and use of arithmetic, basic geometry, formulas, and measurements.

Education Requirements

- High school diploma or equivalent with four or more years of progressive and practical experience in at least one or more of the skilled trades previously described preferred.
- Minimum (5) years of relevant work experience.

Licensing/Certifications

- Current valid Colorado Class R driver's license.
- A commercial driver's license (CDL) is preferred.
- Relevant professional certifications are desirable.

Supervisory Responsibilities

This position may supervise some full-time employees, temporary and/or contingency staff on an occasional basis.

Safety Responsibilities

Redlands Water and Power Company is a drug and alcohol-free workplace and does not allow drugs or alcohol while working or on the company's property during company time. Using common sense and following all safety procedures and policies at all times. Reporting safety violations or hazards to supervisor or Manager at all times.

Physical Aspects of the Job

The employee must be able to move about the work environment to diagnose system issues and plan repairs or maintenance. Must frequently move or re-position up to 50 pounds of materials or objects. Must be physically able to perform job duties when needed.

A pre-employment assessment will be required.

Physical Demands of the Job

PHYSICAL ASPECTS FREQUENCY	
Never	0%
Rarely	<10%
Occasionally	11% - 33%
Frequently	34% - 66%
Continuously	>67%

LIFTING WEIGHT	FREQUENCY	OBJECTS
1 – 10 lbs.	Continuously	Paper, folders, tablet, books
11 – 20 lbs.	Frequently	Jack Lift, weeds, paper, tools, shovel, trash hook, misc. objects, etc.
21 – 50 lbs.	Frequently	Jack Lift, weeds, tools, construction supplies, misc. objects, etc.
51 - + lbs.	Occasionally	Weed racks, construction supplies, with assistance, misc. objects

CARRYING WEIGHT	FREQUENCY	OBJECTS
1 – 10 lbs.	Continuously	Paper, folders, tablets, books, etc.
11 – 20 lbs.	Frequently	Jack Lift, weeds, paper tools, shovel, trash hook, misc. objects, etc.
21 – 50 lbs.	Frequently	Jack Lift, weeds, tools, construction, supplies, misc. objects, etc.
51 - + lbs.	Occasionally	Lumber, tools, equipment, cement, pipe, with assistance, etc.

Physical Activities of the Job

PHYSICAL ACTIVITY	FREQUENCY
Bending	Frequently
Squatting	Occasionally
Kneeling	Frequently
Crawling	Rarely

Climbing	Frequently
Reaching	Frequently
Grasping	Continuously
Sitting	Continuously
Fine Motor Manipulation	Frequently
Exposure to untreated canal/river water	Occasionally

ACKNOWLEDGEMENT

A copy of the current Redlands Water and Power Company (RWP) "Employee Handbook" will be provided for those applicants who are considered for this position. It is the policy of RWP that all employees read, agree, sign and date the Handbook prior to employment.

ALL EMPLOYMENT IS AT-WILL MEANING THAT EITHER THE EMPLOYEE OR EMPLOYER MAY TERMINATE THE EMPLOYMENT RELATIONSHIP AT ANY TIME WITHOUT CAUSE OR PRIOR NOTICE.

Redlands Water and Power Company is an equal opportunity employer and does not discriminate in hiring on the basis of race, color, national origin, gender, or veteran status.

REDLANDS WATER AND POWER COMPANY

JOB DESCRIPTION	
JOB TITLE	"DITCH RIDER" as SECONDARY/BACK-UP POSITION
Effective Date	11/30/2021
Location	Grand Junction Area

General Information	
Status: FT, PT, S-BU, or PRN	Secondary/Back-up to another Primary position as needed.
Approximate hours per week	5 to 20 hours pending needs as Secondary/Back-up
Position Reports to	Superintendent/Manager and/or Assistant Manager and Lead Ditch Rider
Exempt / Non-Exempt	Non-exempt
Equal Pay Act Status: This salary range is based singularly or in the combination of the following categories: <ul style="list-style-type: none">• Seniority• Merit• Quantity/Quality• Geographic• Education• Travel requirements	

Position Purpose (Summary)

The Ditch Rider, even as a Secondary Position is responsible for the efficient and professional control of the irrigation system to convey and manage water to shareholders in the assigned area, according to rights, or as instructed by the supervisor, for irrigating fields, crops, or landscaping by the shareholders of Redlands Water and Power Company.

Essential Job Functions

- Accurately measure the amount of water delivered and adjust headgates and flows accordingly.
- Drive and/or walk to and evaluate the canals, pumps, or pipes to check each headgate or diversion for proper flow, detect leaks, breaks, weak areas, or obstructions and/or damage to the irrigation system.
- Check for leaks, cracks, spills, or any problem signs of canals or water delivery system instability or failure.
- Monitor canal right-of-way for trespass and unauthorized use. Inform the Superintendent and/or Assistant Manager if associated problems arise that cannot be resolved independently without confrontation.
- Post signs and/or put up cables and gates that close the right-of-way in the off-season.
- Maintain all ditch equipment, supplies, tools, accessories, and their storage.
- Answer daily calls and emergency calls utilizing a personal cell phone regarding ditch water concerns daily and notify supervisor and users of any changes in water being delivered.
- Brings ditches, canals, pumps online and monitors and maintains the water delivery system as appropriate.
- Repair headgates, measurement devices, pumps, pipes, and culverts as needed and supervised.
- Maintain and repair ditch roads, property, structures, and accesses.
- Weld and fabricate equipment, headgates, etc. as necessary, is desired.
- Safely and efficiently operate all job-related equipment and tools within the company and scope of work.

- Maintain a hard copy record log of all ditch water delivered and shareholders.
- Ensure prompt and adequate delivery of irrigation water to Shareholders.
- Maintain the integrity of the canal, siphon, pipe, or lateral when either leaking or plugged using a shovel, trash hook, or other necessary equipment and/or resources.
- Accurately enter data into the irrigation GIS software program during shift.
- Report any known maintenance problems on the canals, laterals, diversions, or drains to the supervisor in an efficient and timely manner.
- May be required to enter the canal or structure at times to repair problems, resolve issues or assist in repairs while water is present while wearing waders or boots and personal protective safety equipment and gear.
- Work with company employees and/or irrigators (shareholders) on ditch water delivery and/or changes.
- Report to the relief (following) shift of the current irrigation delivery status or issues.
- Provide rotating and on-call coverage to troubleshoot and resolve concerns and issues for the entire water system including, but not limited to the canal, pumphouses, etc. on premises owned by the company.
- Maintain and properly clean company vehicles, shops, storage facilities, or yards.
- Patrol assigned area by foot or motor vehicle to detect leaks, breaks, weak areas, or obstructions, and/or damage to the irrigation system.
- Remove debris and make emergency repairs to banks, structures, gates, and canal roads.
- Fill holes and exterminate rodents throughout the entire water system including canals, pumphouses, etc.
- Prepare reports on the condition of system equipment, and replacements or repairs needed clearly and effectively.
- Clean out ditches and canals, raise ditch banks, repair concrete, and wooden structures, erect fences, gates, and other maintenance work during or after irrigation season has passed and as necessary.
- Patrol canal at night to define that ditch water is flowing in prescribed volume into company canals or ditches as necessary.
- Measure and estimate diversions of water from canals to water users and calculate and record quantities (electronically and written) delivered.
- Assist in performing assigned tasks within the company's district during the Irrigation and Maintenance Seasons.
- Maintain knowledge and abide by all department and company policies and procedures.
- Comply with and practice company Safety Program requirements and attend all safety meetings.
- Contribute to team efforts by accomplishing related tasks as assigned while promoting team and individual efforts.
- Performs other job-related tasks and duties as may be assigned with a clear understanding of each task.

Required Screen Clearance

1. Drug Screening; Pre-employment and random
2. Background screening
3. Motor Vehicle report clearance per company insurance guidelines

Knowledge, Skills, Abilities, and Other Characteristics

- Proficiently and safely perform basic carpentry, painting, and concrete practices including the use of hand and power tools.

- Proficiently and safely perform basic machinery operations such as mowers, motor vehicles including pulling and backing trailers, operating motorized light or heavy equipment.
- Proficiently and safely performing basic welding and turnout repair practices are desired.
- Proficiently perform basic computer processes such as using email and Microsoft Office products.
- Work autonomously with minimal supervision.
- Work with attention to detail.
- Use logic and reasoning to identify the strengths and weaknesses of alternative solutions, conclusions, or approaches to problems.
- Identify complex problems and review related information to develop and evaluate options and implement solutions.
- Use initiative and independent judgment while recognizing when to refer matters to the attention of Management.
- Knowledge of the structure and content of the English language including the meaning and spelling of words, rules of composition, and grammar.
- Knowledge of basic office practices and procedures.
- Knowledge of arithmetic, basic geometry, formulas, and measurements.
- Knowledge of basic mechanical diagnostic processes.
- Knowledge of basic water flow or irrigation experience.
- Knowledge of the geographic makeup of the irrigation district, roadways, boundaries, and municipalities.
- Ability to communicate efficiently and professionally with the community, shareholders, coworkers, management, and customers.
- Experience with operating heavy equipment including excavators, backhoes, skid loaders, etc. is desired.
- Experience with GIS mapping and data entry using computer or phone applications is desired.

Education Requirements

- High school diploma or equivalent as a minimum. Prior experience with irrigation canals, large water pumps, or water treatment plants is preferred.

Licensing/Certifications

- A valid driver's license, class R, and clean driving record are required.
- A Commercial driver's license (CDL) is preferred.

Supervisory Responsibilities

- This position may supervise temporary and/or contingency staff on a minimal basis.

Safety Responsibilities

- Redlands Water and Power Company is a drug and alcohol-free workplace and does not allow drugs or alcohol while working or on the company's property during company time. Using common sense and following all safety procedures and policies at all times. Reporting safety violations or hazards to supervisor or Manager at all times.

Physical Aspects of the Job

The employee must be able to move about the work environment; will be required to drive throughout the system; must have the ability to frequently move or re-position up to 100 pounds of materials or objects. Essential duties are performed outdoors with variable temperature conditions and climates and must be able to work in different lighting and at night; work surface can be uneven; weather can be a condition of the working environment and wet slippery surfaces may be encountered.

Physical Demands of the Job

PHYSICAL ASPECTS FREQUENCY

Never	0%
Rarely	<10%
Occasionally	11% - 33%
Frequently	34% - 66%
Continuously	>67%

LIFTING WEIGHT	FREQUENCY	OBJECTS
1 – 10 lbs.	Continuously	Paper, folders, tablets, books
11 – 20 lbs.	Frequently	Jack Lift, weeds, paper, tools, shovel, trash hook, misc. objects, etc.
21 – 50 lbs.	Frequently	Jack Lift, weeds, tools, construction supplies, misc. objects, etc.
51 - + lbs.	Occasionally	Weed racks, construction supplies, with assistance, misc. objects

CARRYING WEIGHT	FREQUENCY	OBJECTS
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Physical Activities of the Job

PHYSICAL ACTIVITY	FREQUENCY
Bending	Frequently
Squatting	Occasionally
Kneeling	Frequently
Crawling	Rarely
Climbing	Frequently

Reaching	Frequently
Grasping	Continuously
Sitting	Continuously
Fine Motor Manipulation	Occasionally
Exposure to untreated canal/river water	Occasionally

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REDLANDS WATER AND POWER COMPANY

JOB DESCRIPTION

JOB TITLE	“POWER PLANT OPERATOR” as “SECONDARY POSITION”
Revision	11/30/2021
Location	Grand Junction, and generally Grand Junction Area

General Information

Status: FT, PT, or PRN	Secondary/Back-up to another Primary position as needed.
Approximate hours per week	5 to 30 hours pending needs as Secondary/Back-up
Position Reports to	Superintendent/Manager, Assistant Manager, and/or Senior Power Plant Operator
Exempt / Non-Exempt	Non-exempt
Equal Pay Act Status: This salary range is based singularly or in a combination of the following categories: <ul style="list-style-type: none">• Seniority• Merit• Quantity/Quality• Geographic• Education• Travel requirements	

About the Company

Redlands Water and Power Company (RW&PC), originally founded in 1905 as Redlands Irrigation & Power Company diverts water from the Gunnison River approximately 2.4 miles upstream from the Confluence of the Gunnison River and the Colorado River and supplies irrigation water to the area of the Grand Valley known as the Redlands, servicing about 6,000 shares of water stock over 4,500 acres of land in the Redlands area of western Colorado. RW&PC is committed to delivering irrigation water and clean hydro-power electricity for a greener environment.

Position Purpose (Summary)

To control, operate, or maintain machinery to generate electric power, pumps, and gates. Includes auxiliary equipment operations and assets with canals, ditches, flumes, siphons, or other facilities run by the company including the fish screen (as “ditch rider responsibilities”) daily as needed during scheduled work hours and in emergency situations always in a safe and timely manner. It is a “hands-on” position.

Essential Job Functions

- SAFETY IS ALWAYS THE FIRST PRIORITY!
- Adjust controls to generate specified electrical power, or to regulate the flow of power between generating stations and substations and pumps.
- Control and maintain auxiliary equipment, such as pumps, fans, compressors, condensers, heaters, coolers, supply water, fuel, lubricants, air, and auxiliary power.

- Monitor generator output to match the phase, frequency, and voltage of electricity supplied to panels.
- Make adjustments or minor repairs, such as tightening leaking gland and pipe joints; report any needs for major repairs.
- Monitor and inspect power plant equipment and indicators to detect evidence of operating problems.
- Open and close valves and switches in sequence upon signals from other workers, to start or shut down generator or pump units.
- Operate or control power generating equipment, including turbines, and generators using control boards or semi-automatic equipment.
- Monitor the temperature, output, and lubrication of the system.
- Regulate equipment operations and conditions such as water levels, based on data from recording and indicating instruments or from computers.
- Replenish electrolytes in batteries and reset tripped electric relays.
- Start or stop generators, primary or auxiliary pumping equipment, turbines, and other power plant equipment, and connect or disconnect the equipment from circuits.
- Take readings from charts, meters, and gauges at established intervals, and take corrective steps as necessary.
- Clean, lubricate, and maintain equipment such as generators, turbines, pumps, and compressors to prevent equipment failure or deterioration.
- Collect oil, water, and electrolyte samples for laboratory analysis.
- Communicate with systems operators to regulate and coordinate transmission loads and frequencies, and line voltages.
- Examine and test electrical power distribution machinery and equipment, using testing devices.
- Inspect records and logbook entries, and communicate with other plant personnel, to assess equipment operating status.
- Receive outage calls and call in necessary personnel during power outages and emergencies including Call-Outs for Ditch Rider on duty for emergencies.
- Record and compile operational data, completing and maintaining forms, logs, and reports.
- Adjust controls to generate specified electrical power, or to regulate the flow of power between generating stations and substations and pumps.
- Control and maintain auxiliary equipment, such as pumps, fans, compressors, condensers, heaters, coolers, supply water, fuel, lubricants, air, and auxiliary power.

Required Screen Clearance

- 1 Drug Screening; Pre-employment and random
- 2 Background screening
- 3 Motor Vehicle report clearance per company insurance guidelines

Knowledge, Skills, Abilities, and Other Characteristics

- **Operation Monitoring** -- Watching gauges, dials, or other indicators to make sure machinery is working properly and if adjustments are necessary
- **Active Listening** -- Giving full attention to what other people are saying, taking time to understand the points being made, asking questions as appropriate, and not interrupting at inappropriate times.
- **Critical Thinking** -- Using logic and reasoning to identify the strengths and weaknesses of alternative solutions, conclusions, or approaches to problems.

- **Speaking** -- Talking to others to convey information effectively and clearly.
- **Operation and Control** -- Controlling operations of equipment or systems and self in a professional and controlled manner.
- **Troubleshooting and Problem Solving** -- Determining causes of operating or procedure errors or issues and deciding what to do about it or how to improve the situation. Offer new or improved SOP for operations of systems and procedures.
- **Monitoring** -- Monitoring/Assessing performance of yourself, other individuals, or organizations to make improvements or take corrective action.
- **Reading Comprehension** -- Understanding written sentences and paragraphs in work-related documents.
- **Coordination** -- Adjusting actions in relation to others' actions.
- **Judgment and Decision Making** -- Considering the relative costs and benefits of potential actions to choose the most appropriate one.
- **Oral Comprehension** -- Listens to and understands information and ideas presented through spoken words and sentences.
- **Deductive Reasoning** -- Applies general rules to specific problems to produce answers that make sense.
- **Oral Expression** -- Communicates information and ideas in speaking so others will understand.
- **Inductive Reasoning** -- Combines pieces of information to form general rules or conclusions (includes finding a relationship among seemingly unrelated events).
- **Problem Sensitivity** -- Can tell when something is wrong or is likely to go wrong. It does not involve solving the problem, only recognizing there is a problem.
- **Selective Attention** -- Concentrates on a task over a period of time without being distracted.
- **Written Comprehension** -- Reads and understands information and ideas presented in writing.
- **Perceptual Speed** -- Quickly and accurately compares similarities and differences among sets of letters, numbers, objects, pictures, or patterns. The things to be compared may be presented at the same time or one after the other. This also includes comparing a presented object with a remembered object.
- **Information Ordering** -- Arranges things or actions in a certain order or pattern according to a specific rule or set of rules (e.g., patterns of numbers, letters, words, pictures, mathematical operations).
- **Written Expression** -- Communicates information and ideas in writing so others will understand.
- **Speech Recognition** -- Works to identify and understand the speech of another person.
- **Control Precision** -- Quickly and repeatedly adjust the controls of a machine or a vehicle to exact positions required for safe and efficient operation.

Education Requirements

- A high school diploma or equivalent is required with experience working for a hydroelectric and large irrigation/canal company is preferred.
- A degree or other post-secondary training in engineering technology or electrical/mechanical or hydroelectric generating plants and pumping plants with high voltage switching is also a plus.

- Experience of more than 2-years working and operating machinery in water or wastewater treatment plants or construction background in civil and industrial plants or a background experience in oil and gas plant operations and/or pumping operations will be considered a plus.

Licensing/Certifications

- Current valid Colorado Class R driver's license.
- Commercial driver's license (CDL) is preferred with a satisfactory driving record maintained throughout employment.
- Relevant professional certifications are desirable.

Supervisory Responsibilities

Supervised by Senior Plant Operator for training and/or emergency situations; Assistant Superintendent and Superintendent/Manager; Occasional as needed.

Safety Responsibilities

Redlands Water and Power Company is a drug and alcohol-free workplace and does not allow drugs or alcohol while working or on the company's property during company time. Using common sense and following all safety procedures and policies at all times. Reporting safety violations or hazards to supervisor or Manager at all times.

Physical Aspects of the Job

Must be able to lift 70 lbs. from the ground to the height of 30 inches on a daily basis and 50 lbs. from waist level to chest on a daily basis; Typical equipment/materials that must be lifted includes but is not limited to tools, materials, lifting bars, valves, and other required items. Able to climb up and downstairs and vertical ladders unassisted.

Must be able to lift 70 lbs. from the ground to the height of 30 inches on a daily basis and 50 lbs. from waist level to chest on a daily basis; Typical equipment/materials that must be lifted includes but is not limited to tools, materials, lifting bars, valves, and other required items. Able to climb up and downstairs and vertical ladders unassisted.

- A. General:** Good physical shape.
- B. Lifting:** Able to lift 70lbs.
- C. Exposure to Elements:** Typical weather elements in this region. Industrial work environment including significant outdoor work with exposure to the elements (i.e., heat, cold, wet, etc.). Work may include ladders, platforms, and uneven work surfaces. Dust and debris associated with the handling of fuels and fuel by-products. Respirator use is required when necessary.
- D. Handling of Dangerous Equipment or Materials:** Ability to wear personal safety protection equipment (PPE) required by work sites.
- E. Risk of Assault or Injury:** Low to moderate.
- F. Other Hazardous Working Conditions:** Confined spaces, Fast-flowing cold water, Steep slopes, Spillways, Siphons, High voltage electricity, Ice, and slippery surfaces.

- The employee must be willing to become familiar with the Company Safety Rules, and willing to comply with such rules at all times!

Physical Demands of the Job

PHYSICAL ASPECTS FREQUENCY

Never	0%
Rarely	<10%
Occasionally	11% - 33%
Frequently	34% - 66%
Continuously	>67%

LIFTING WEIGHT	FREQUENCY	OBJECTS
1 – 10 lbs.	Continuously	Paper, folders, tablet, books
11 – 20 lbs.	Frequently	Jack Lift, weeds, paper, tools, shovel, trash hook, misc. objects, etc.
21 – 50 lbs.	Frequently	Jack Lift, weed wacker-trimmer, tools, construction supplies, misc. objects, etc.
51 - + lbs.	Occasionally	Weed racks, construction supplies, with assistance, misc. objects

CARRYING WEIGHT	FREQUENCY	OBJECTS
1 – 10 lbs.	Continuously	Paper, folders, tablets, books, etc.
11 – 20 lbs.	Frequently	Jack Lift, weed wacker-trimmer, paper tools, shovel, trash hook, misc. objects, etc.
21 – 50 lbs.	Frequently	Jack Lift, weeds, tools, construction, supplies, misc. objects, etc.
51 - + lbs.	Occasionally	Lumber, tools, equipment, cement, pipe, with assistance, etc.

Physical Activities of the Job	
PHYSICAL ACTIVITY	FREQUENCY
Bending	Frequently
Squatting	Occasionally
Kneeling	Frequently
Crawling	Rarely
Climbing	Frequently
Reaching	Frequently
Grasping	Continuously

Sitting	Continuously
Fine Motor Manipulation	Occasionally
Exposure to untreated canal/river water	Occasionally

ACKNOWLEDGEMENT

A copy of the current Redlands Water and Power Company (RWP) "Employee Handbook" will be provided for those applicants who are considered for this position. It is the policy of RWP that all employees read, agree, sign and date the Handbook prior to employment.

ALL EMPLOYMENT IS AT-WILL, MEANING THAT EITHER THE EMPLOYEE OR EMPLOYER MAY TERMINATE THE EMPLOYMENT RELATIONSHIP AT ANY TIME WITH OR WITHOUT CAUSE OR PRIOR NOTICE.

Redlands Water and Power Company is an equal opportunity employer and does not discriminate in hiring on the basis of race, color, national origin, gender, or veteran status.