



Where Life is Sweet



Competitive Salary:
\$53,580 - \$84,204 DOE/Q

Excellent Benefits

- Medical, Dental and Vision
- Paid Life and AD&D Insurance
- Long Term Disability
- Oregon PERS Retirement
- Deferred Compensation Plans
- HRA VEBA Contributions
- Paid Vacation and Sick Leave
- 10 Paid Holidays/2 Personal Days
- 5% Bilingual Pay Incentive

Work Schedule:

Sunday – Thursday; 40hrs/week

Minimum Qualifications:

- Oregon Wastewater Treatment I and Collection I Certification (or the ability to obtain within 18 months)
- One-year experience in water/wastewater utility work
- Knowledge of modern principles and practices of repair, maintenance, construction and installation work performed in a water/wastewater/recycled water treatment facility

Preferred Qualifications:

- Knowledge in operation and repair of pumps, motors, feeders and other operational equipment
- Certifications or formal training in water/wastewater applications

Recycled Water Utility Worker

Join our team in maintaining and operating a state-of-the-art recycled water treatment plant and collection system. This hands-on role combines semi-skilled labor with technical responsibilities to support efficient plant operations. You'll help ensure compliance with environmental regulations and play a vital role in protecting public health and safety. Ideal for someone who enjoys a variety of duties, working outdoors, and being part of a mission-driven team that supports essential city services.

What You'll Do:

- Monitor and operate pumps, motors, and treatment equipment
- Perform routine system inspections and troubleshoot issues
- Collect samples, conduct lab tests, and record operational data
- Maintain and repair sewer lines, lift stations, and facility infrastructure
- Use SCADA systems, meters, and instruments to ensure compliance
- Operate heavy equipment safely and efficiently
- Participate in facility tours, special projects, and data analysis

Who You Are:

- A team player with at least 1 year of experience in water/wastewater utilities (or a combination of related education and experience)
- A problem-solver with a strong work ethic and mechanical aptitude
- Comfortable working independently after training
- Detail-oriented and safety-conscious

Requirements:

- High school diploma or equivalent
- Valid Oregon driver's license (CDL Class A with endorsements required within 6 months)
- First Aid/CPR certification
- Wastewater Certifications (required within 18 months)

Why Join Us?

- Serve your community
- Gain valuable experience and certifications in the utility industry
- Work with modern equipment in a supportive team setting
- Enjoy opportunities for growth and special projects

Interested candidates must submit a City of Hermiston Employment Application, including verifiable work experience, and proof of certifications via email to: hr@hermiston.gov

First review of applicants: July 17, 2026calc



Position Description

Recycled Water Utility Worker I

Classification: Non-Exempt

Department: Recycled Water

Salary Range: 35

Union: Non-union

General Statement of Responsibilities

Performs a variety of semi-skilled labor and skilled technical duties in the operation and maintenance of the recycled water treatment plant, industrial user system, and collection system. Work includes assisting with sampling, laboratory testing, equipment monitoring, and facility maintenance. Employees at this level perform duties under supervision but are expected to develop knowledge and skills in wastewater operations, industrial user compliance, and collection system activities. This role performs a variety of related duties as assigned.

Supervision Received

Works under the supervision of the Recycled Water Superintendent or Recycled Water Chief Operator who outlines and assigns specific tasks but may work without direct supervision after assignment of duties.

Supervision Exercised

Supervision of others is not a typical function assigned to this position.

Examples of Duties - Essential Functions

The below list of job duties and responsibilities is not exclusive nor exhaustive. Employees in this position may perform some or all of the following tasks. Other duties may be assigned.

1. Performs assigned treatment plant or collection system rounds; inspects, monitors, and troubleshoots equipment, processes, and facilities.
2. Operates and adjusts pumps, motors, feeders, and other equipment to maintain appropriate operations. Installs, maintains, repairs, modifies, troubleshoots, and services machinery and equipment under supervision.
3. Takes samples, performs laboratory testing, and records readings and test results.

4. Reads gauges, dials, graphs, analyzers, computer screens, meters, SCADA systems, and other instrumentation. Performs and records mathematical and process control calculations (e.g., chemical feed adjustments, permit-specific formulas) in operational logs and reports.
5. Maintains and repairs collection systems, such as sewer main lines, sewer and storm water lift and pump stations and other appurtenances; performs stormwater system maintenance (flooding, blockages, catch basins).
6. Performs general plant and collection facility maintenance such as cleaning, painting, and repairing; performs grounds maintenance duties as required.
7. Assists with independent operational decisions as trained, including adjusting chemical feed and process controls under supervisory guidance.
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9. Works with vendors, outside contractors, and the public on recycled water activities; answers questions and resolves conflicts.
10. Locates and marks sewer lines in the system and maintains accurate record of system; updates maps and GIS records.
11. Conducts or assists with CCTV/TV van sewer inspections, PACP/MACP condition assessments, and detailed reporting.
12. Operates specialized equipment such as vacuum/jetting trucks, loaders, backhoes, trenchers, or sewer combo trucks.
13. Operates engines/generators and provides oversight of standby/emergency power systems.
14. Performs manual and remote valve/gate operations and adjusts automated process control equipment.
15. Maintains detailed daily shift logs, records operational data, and enters records into computerized maintenance management systems (CMMS).
16. Responds to emergency field situations (e.g., leaks, backups, flooding) and provides on-call coverage as assigned.
17. May conduct facility tours for the public, schools, and City staff, as necessary.
18. May participate in the development of goals and procedures for recycled water and industrial user operations; gathers and analyzes data; develops reports under supervision. Participates in special projects as assigned.
19. Operates in a competent, safe manner, a wide variety of light and heavy equipment and vehicles and equipment required to perform duties.

20. Participates in training related to safety, wastewater treatment operations, industrial user requirements, and laboratory procedures.

21. Perform other related duties as assigned.

Screening Criteria

Education and Experience:

- A High School Diploma or equivalency.
- AND one-year experience in water/wastewater utility work.
- OR any satisfactory equivalent combination of education and experience which ensures the ability to perform the essential functions of the position.

Special Requirements/Licenses: A valid, unrestricted Oregon driver's license and proof of an acceptable driving record are required. Oregon Class A CDL with tanker and air brake endorsements, First Aid, and CPR certifications required within six months of hire. Oregon Wastewater Treatment and Collection Certifications required within eighteen months of hire.

Knowledge of: Working knowledge of modern principles and practices of repair, maintenance, construction, and installation work normally performed in recycled water treatment plant and collection systems, including appropriate materials, tools, and equipment used in the performance of duties. Some knowledge of state, federal, and local laws, codes, regulations, and ordinances regarding recycled water collection and treatment; laboratory tests and interpretation of results; the occupational hazards and safety precautions required related to recycled water treatment plant and collection systems; office procedures, and equipment including computers and applicable software applications. Safe work practices, OSHA rules, and PPE requirements.

Skills: Safe operation and care of facilities, equipment, machines, tools, and laboratory equipment and execution of processes; problem-solving; customer service; communications.

Ability to: Understand and perform mechanical functions; follow oral and written instructions and orders; work independently; read and understand technical manuals, blueprints, plans, drawings, schematics, diagrams and/or other documents as required; drive or operate vehicles, equipment, machines, and tools safely and in conformance with applicable laws, regulations and work rules; detect needed repairs and make minor adjustments to equipment, machines, or tools needed to perform duties including computers and software; read, interpret and calibrate gauges and other devices; communicate effectively verbally and in writing; establish and maintain effective working relationships with superiors, peers, other city employees, representatives of state

agencies, contractors, and the general public; perform math calculations regarding plant performance; keep accurate records and make reports; enforce work and safety rules; work in adverse weather conditions; physically perform the duties of the position; work weekends in an unsupervised capacity and work any shift as required in on-call rotation.

Physical Demands of Position: *The physical demands listed below represent those that must be met by an incumbent to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with qualified disabilities to perform the essential functions.*

Manual dexterity and coordination are required for over half of the daily work period (about 80%) which is spent operating office equipment such as computers, keyboards, calculators, telephones; driving; operating heavy machinery and mechanical and electrical equipment; and using and moving tools and lab equipment. While performing the duties of this position, the employee is frequently required to stand, walk, reach, bend, kneel, stoop, twist, crouch, climb, balance, see, talk, hear, and manipulate objects. The position requires some mobility including the ability to lift and/or move materials 5-25 lbs. frequently, 25-60 lbs. occasionally, and over 60 lbs. rarely. This position requires both verbal and written communication abilities.

Working Conditions: *The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.*

While performing the duties of this position, the employee is primarily working in a treatment plant environment and is subject to outdoor conditions, restricted spaces, slippery or uneven surfaces, and may occasionally be exposed to loud noise levels, cold and hot temperatures, inclement weather conditions, road hazards, vibration, mechanical and/or electrical hazards, dust, chemicals, and hazardous physical substances and fumes. Employee is required to work weekends in an unsupervised capacity and work any shift as required in on-call rotation.