

## I. DESCRIPTION OF WORK

Positions in this banded class are responsible for providing operation, maintenance/repair and management of nuclear reactor, boiler, electrical and/or steam turbine driven chillers, cooling towers, auxiliary equipment, gas and/or steam-driven turbines in power plants. Positions operate generators, auxiliary pumping equipment, turbines, and other power plant equipment; monitor systems for normal running conditions. Positions regulate equipment operations and conditions; respond to system or unit abnormalities, diagnose the cause, and recommend or take corrective action.

## II. ROLE DESCRIPTIONS BY COMPETENCY LEVEL

Contributing	Journey	Advanced
Positions at this level perform routine tasks and responsibilities involving the operation, maintenance/repair and management utility plant equipment. Positions monitor display information and perform routine maintenance or other tasks under close supervision.	Positions at this level perform non-routine tasks and responsibilities involving plant operations, maintenance/repair of utility plant equipment. They conduct periodic inspections, analyses and reviews, and maintain related documents; ensures equipment life, safety, and operational efficiencies. Positions regulate equipment operations and conditions; respond to system or unit abnormalities, diagnosing the cause, and recommending or taking corrective action. Positions may train other operators regarding technical components, processes, and procedures.	Positions at this level have the responsible for the overall operation of complex utility plants. Operations may be multiple and freestanding, provide utility services to multiple agencies, or generate electricity for an in-house utility company. Positions perform complex tasks and responsibilities for the operation of utility plant systems. Positions may serve as crew or shift leader.

**III. COMPETENCIES**

Competency	Definition
<b>Knowledge - Technical</b>	Technical knowledge and skill in a specific technical area(s) and ability to keep up with current developments and trends in areas of expertise. May be acquired through academic, apprenticeship or on-the-job training or a combination of these.
<b>Equipment Operation</b>	Ability to use specific equipment and/or machines to meet defined quality and quantity standards.
<b>Safety and Health Compliance</b>	Ability to understand applicable policies and procedures, and maintains conditions that ensure a healthy and safe working environment.
<b>Problem Solving</b>	Ability to identify problems, determine possible solutions, and actively work to resolve the issues.
<b>Communication</b>	Ability to convey information orally to individuals or groups to ensure that they understand the message. Ability to listen and respond appropriately to information from others.

Note: Not all competencies apply to every position/employee; evaluate only those that apply. Competency statements are progressive.

**IV. COMPETENCY STATEMENTS BY LEVEL**

**Knowledge – Professional**

Technical knowledge and skill in a specific technical area(s) and ability to keep up with current developments and trends in areas of expertise. May be acquired through academic, apprenticeship or on-the-job training or a combination of these.

<b>Contributing</b>	<b>Journey</b>	<b>Advanced</b>
<p>Ability to perform routine tasks and assignments through practical application of industry standards involving operations and maintenance/repair of utility plant equipment.</p> <p>General knowledge in the operation, maintenance, methods, procedures and techniques of applicable plant equipment and safety requirements specific to the area of assignment.</p> <p>Ability to perform routine and standard tasks to monitor, record, sample and test equipment related to utility plant operations.</p>	<p>Ability to perform non-routine tasks and assignments through the application of a variety of processes and procedures involving operations and maintenance/repair of utility plant equipment and/or less complex systems.</p> <p>Considerable knowledge in the operation, maintenance, methods, procedures and techniques of applicable plant equipment and safety requirements specific to the area of assignment.</p> <p>Ability to perform non-routine and/or non-recurring tasks to monitor, record, sample and test equipment related to utility plant operations. Ability to perform analysis of equipment and systems, and identifies areas of concern.</p>	<p>Ability to routinely and consistently perform widely varying and broad, functionally diverse operations and maintenance reviews requiring in-depth analysis and problem solving regarding the most complex, non-routine utility plant systems.</p> <p>Thorough knowledge in the operation, maintenance, methods, procedures and techniques of applicable plant equipment and safety requirements specific to the area of assignment.</p> <p>Ability to perform non-recurring and complex tasks to monitor, record, sample, and test utility plant systems. Ability to serve as a technical resource.</p>

### Equipment Operation

Ability to use specific equipment and/or machines to meet defined quality and quantity standards.

Contributing	Journey	Advanced
<p>Ability to perform basic operations and routine preventative maintenance of applicable machines, equipment and tools (e.g. painting, greasing) under the supervision of a higher level operator or supervisor.</p> <p>Ability to monitor equipment through various software and automated systems to ensure proper and efficient operations.</p>	<p>Ability to independently perform more complex preventative maintenance and troubleshooting of applicable machines, equipment and tools (e.g. turn equipment on and off); ability to make adjustments as needed.</p> <p>Ability to monitor the operation of equipment through various software and automated systems; ability to determine when and what kind of maintenance is needed; ability to make necessary adjustments using appropriate systems.</p>	<p>Ability to monitor the status of equipment and operation. May require ability to inspect equipment, or materials to identify the cause of errors or other problems or defects.</p> <p>Ability to oversee and monitor the work involved in the maintenance of related equipment and systems. Ability to serve as a technical resource.</p>

### Safety and Health Compliance

Ability to understand applicable policies and procedures, and maintains conditions that ensure a healthy and safe working environment.

Contributing	Journey	Advanced
<p>Ability to follow industry specific guidelines, regulations and codes, particularly as they relate to safety and environmental practices. Ability to use appropriate protective equipment following established protocols.</p> <p>Ability to identify and inform supervisor of potential safety problems. Ability to warn others of potential hazards. Ability to follow appropriate post-emergency procedures.</p>	<p>Ability to ensure operational and safety procedures are followed and compliance with regulatory agencies/standards.</p> <p>Ability to respond to safety concerns and/or hazardous situations providing guidance for processes and procedures; ability to ensure post-emergency procedures are implemented.</p>	<p>Ability to independently be responsible for the safe and efficient management and operation of the most complex utility plants.</p> <p>Ability to anticipate safety issues and take proactive steps to maximize safe operations and measure the effectiveness of action.</p> <p>Ability to review safety concerns and/or hazardous situations. Ability to recommend changes to process and procedure for safety practices and/or guidelines. Ability to regularly assess site and shop operations for safety.</p>

**Problem Solving**

Ability to identify problems, determine possible solutions, and actively work to resolve the issues.

Contributing	Journey	Advanced
<p>Ability to identify and recognize standard/routine problems with equipment through routine inspection and preventive maintenance/testing.</p> <p>Ability to assist with routine troubleshooting using operating systems, software, and localized instrumentation.</p>	<p>Ability to identify (and may require ability to resolve or make recommendations for) non-standard/more complex problems with equipment, and systems through inspection and maintenance.</p> <p>Ability to perform routine troubleshooting using operating systems, software, and localized instrumentation and makes adjustments/corrections as needed.</p>	<p>Ability to anticipate and proactively pursue maintenance issues. Ability to identify and make recommendations for highly complex system problems.</p> <p>Ability to perform more complex troubleshooting and analysis using operating systems and software to proactively take action when needed.</p>

**Communication**

Ability to convey information orally to individuals or groups to ensure that they understand the message. Ability to listen and respond appropriately to information from others.

Contributing	Journey	Advanced
<p>Ability to listen to instructions and ask necessary questions to complete tasks.</p> <p>Ability to communicate with fellow workers in a manner that allows work to be completed.</p>	<p>Ability to understand and respond to standard questions.</p> <p>Ability to identify non-standard questions and determine the appropriate resource to consult/respond.</p>	<p>Ability to lead by example in overcoming communication problems in the work area.</p> <p>Ability to understand the chain of communication, who to contact and when.</p> <p>Ability to communicate sufficient information to keep the supervisor informed.</p>

**V. MINIMUM TRAINING & EXPERIENCE**

High school diploma or equivalency and one year of related experience; or equivalent combination of training and experience. Requires certification(s).

Note: This is a generalized representation of positions in this class and is not intended to identify essential work functions per ADA. Examples of competencies are primarily those of the majority of positions in this class, but may not be applicable to all positions.