



Operator in Training Job Description

Department: Construction
Pay Scale: \$21.00 to \$26.50 (hourly)
Exempt: No
Reports To: Construction Manager
Date Prepared: 12/2023
Date Revised: 06/2025
Safety-Sensitive: Yes

This job description should not be interpreted as all-inclusive. It is intended to identify the essential functions and minimum qualifications of this job. The incumbent(s) may be required to perform job-related responsibilities and tasks other than those stated in this job description. Nothing in this job description restricts management's right to assign or reassign job-related responsibilities and tasks to this job at any time. Certain functions are understood to be essential; these include, but are not limited to, attendance, getting along with others, working a full shift, and dealing with and working under stress. Any essential function of this class will be evaluated as necessary should an incumbent/applicant be unable to perform the function or requirement due to a disability as defined by the Americans with Disabilities Act (ADA). Reasonable accommodation for the specific disability will be made for the incumbent/applicant when possible.

JOB SUMMARY: To assist in the maintenance, repair and construction of the water and wastewater distribution system for the Utilities.

ESSENTIAL JOB FUNCTIONS:

Assists operators in the performance of their duties.

Installs, replaces, and programs water meters. Repair and or replace fire hydrants, water mains and service lines.

Installs, replaces, repairs sewer mains, force mains and manholes.

Performs general maintenance of grounds and building (mowing, cleaning, painting, etc.).

Performs general maintenance of equipment, including backhoe, tractors, trucks, pumps, JetVac, etc.

Performs other duties as assigned.

SECONDARY DUTIES AND RESPONSIBILITIES:

May be required to serve on-call.

May be required to assist other departments as needed.

Budget Responsibility: \$ N/A Annual dollars
Facilities and Equipment Responsibility: \$ Less than \$5,000 Total value

SUPERVISION RESPONSIBILITIES: None

EDUCATION: High school diploma or GED and seven (7) to eleven (11) months of related experience.

ACCEPTABLE EXPERIENCE or TRAINING REQUIRED:

Must possess and maintain a valid Arkansas Drivers' License and obtain a Class A Commercial Drivers' License within 1 (one) year of hire date

MINIMUM QUALIFICATIONS:

Must pass a Basic Distribution, Basic Water Math and Rules, Regulations & Safe Drinking Water Act Compliance Classes, Wastewater Classes within 18 months of hire date; obtain D-1 water License and a Class 1 Wastewater License.

REQUIRED KNOWLEDGE, SKILLS, AND ABILITIES:

Ability to perform heavy physical labor.

Ability to follow instructions and complete tasks as assigned.

Knowledge of general hand tools.

PHYSICAL REQUIREMENTS:

The physical activities marked below are representative of those that will be required on a regular basis to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

	Yes	No
Lifting (lbs.)	80	
Carrying (lbs.)	80	
Stooping/Bending	X	
Kneeling/Squatting	X	
Walking	X	
Standing	X	
Sitting	X	
Climbing, Balancing (working with a ladder)	X	
Use of hands to finger, handle, or feel	X	

Physical Coordination (simultaneous use of hands, arms, feet and legs)	X
Eye-Hand Coordination	X
Close Vision (Clear at 20 inches or less)	X
Distant Visions (Clear at 20 feet or more)	X
Color Vision	X
Depth Perception	X
Hearing	X

WORK ENVIRONMENT:

The environmental conditions marked below are common for this job.

	Yes	No
Outdoor weather conditions	X	
Wet, Humid conditions (non-weather)	X	
Work near moving mechanical parts	X	
Work in high, precarious places	X	
Fumes or dust	X	
Toxic or caustic chemicals	X	
Extreme Heat (non-weather over 90° F)	X	
Low noise (e.g., business office)	X	
Moderate Noise (e.g., light motorized equipment such as lawn mowers)	X	
Loud noise (e.g., jackhammer, heavy motorized equipment)	X	

Safety Sensitive Position: This position has been deemed a Safety Sensitive position and any person performing duties in this position while under the influence of marijuana or any other substance (legal or illegal) that could impair the employee may constitute a threat to health and safety. Benton Utilities maintains a zero-tolerance for the use of any substance that may impair a Safety Sensitive individual. Consequences of a violation can be found in the Benton Utilities Employee Manual.