



City of Ames

Maintenance Worker - Utility Operations

SALARY	\$26.25 - \$32.89 Hourly \$54,600.00 - \$68,411.20 Annually	LOCATION	515 Clark Avenue, Ames, IA, 50010, IA
JOB TYPE	Full-Time	JOB NUMBER	26-6112-01
DEPARTMENT	Public Works	DIVISION	Public Works Streets
OPENING DATE	10/02/2026	CLOSING DATE	10/26/2026 12:00 PM Central
FLSA	Non-Exempt	BARGAINING UNIT	FBC
RESIDENCY REQUIREMENT?	Yes	RESIDENCY REQUIREMENT AREAS	https://experience.arcgis.com/experience/73570c0bc9664c46b5215dd829092db5

Centrally located in the heart of Iowa, Ames is a vibrant, progressive community with more than 66,000 residents providing an excellent quality of life. Home to Iowa State University, Ames offers year-round recreation opportunities, diverse cultural offerings, a stable economy, safe neighborhoods, and a high-achieving school district.

General Information

The City of Ames is conducting a recruitment to establish a Civil Service eligibility list for this classification. The list will be valid for up to one year from the date of certification by the Ames Civil Service Commission and may be used to fill one or more vacancies in this classification. In addition, City of Ames Civil Service employees who have previously held Civil Service status in this classification and are interested in voluntarily demoting or laterally transferring into the current vacancy must submit their application by the deadline.

Performs manual labor including heavy maintenance and construction work involving semi-skilled tasks; performs related work as required supporting the construction, maintenance, and repair of City infrastructure and utilities. Employees operate tools, vehicles, and heavy equipment to maintain safe, functional, and efficient public facilities and systems. Duties vary by division assignment (Streets or Utility Maintenance for this recruitment) but share a commitment to safety, teamwork, and public service.

In order to be considered for this position, all applicants must submit their online application by the deadline listed on this posting. Your application includes complete responses to the supplemental questions. Please keep in mind

that submission of a resume in lieu of work history on your application or answering the supplemental questions is not sufficient.

Benefits

Our comprehensive benefits package can be viewed at: [City of Ames Benefits](#)

Public Service Loan Forgiveness (PSLF) Program: The PSLF Program is a federal program that is intended to encourage individuals to work in public service by forgiving the balance of their federal student loans. To qualify, the individual must have made 120 qualifying payments while employed by a qualifying employer. For more information, please visit:

[PSLF Program](#)

Maintenance Worker Compensation

- Step A (Start) - \$26.25/hr
- Step C (12 mos) - \$26.95/hr
- Step E (24 mos) - \$27.96/hr
- Step G (48 mos) - \$32.98/hr

Utility Maintenance Division – Skill-Based Pay Program: The Utility Maintenance Division participates in a Skill-Based Pay Program that provides advancement opportunities based on verified proficiency, certification, and experience.

Skill Block I – Maintenance Worker (Utility Maintenance Division):

- Basic proficiency in water distribution, wastewater collection, and GIS processes.
- Required certifications:
 - Iowa DNR Grade I Water Distribution Operator's License
 - IAWEA Wastewater Collection System Operator's Grade I Certification
 - ESRI GIS Fundamentals Foundation (2024 or later)
 - Class A CDL with Air Brake and Tanker Endorsements
- Minimum of two years as a Maintenance Worker, including one year in the Utility Maintenance Division.

Skill Block II – Advanced Maintenance Worker (Utility Maintenance Division):

- Advanced proficiency in water distribution, wastewater collection, and GIS database management using ArcGIS Pro.
- Required certifications:
 - Iowa DNR Grade II Water Distribution Operator's License
 - IAWEA Wastewater Collection System Operator's Grade II Certification
 - Completion of an approved advanced course (Sacramento State Water Distribution O&M, NASSCO PACP Certification, or ESRI ArcGIS Pro Foundation 2025).
- Minimum of four years as a Maintenance Worker (two within the Utility Maintenance Division), or two years as a Utility Maintenance Technician I.

Skill-based Pay Program Compensation

Utility Maintenance Technician I

- Step E (24 mos) - \$30.60/hr
- Step G (48 mos) - \$35.54/hr

Utility Maintenance Technician II

- Step G (48 mos) - \$38.76/hr

Examples of Essential Job Functions

Examples of Essential Job Functions: Drives and operates trucks, tractors, and other motorized equipment with various attachments performs installation, maintenance, and repair work on various sizes of pipes and conduits; repairs or

replaces utility access covers and/or rings; fabricates special equipment for maintenance or construction projects; operates and climbs ladders used in maintenance and construction activities; trims, plants, or removes trees; may act as a lead worker for a crew of workers; sets and resets posts; calculates or estimates amounts of materials needed for projects; reads and interprets various types of meters and measuring devices; makes mechanical and non-mechanical repairs to equipment; performs construction work using a variety of materials; performs a variety of grounds, facilities, and other general maintenance activities; loads and unloads a variety of materials manually or using lifting equipment; performs snow removal using a variety of equipment; collects and disposes of refuse; performs all duties in a manner consistent with proper safety policies and procedures; reads and interprets blueprints, technical manuals, construction drawings and MSDS sheets; maintains records related to equipment and materials usage and other job activities.

Each employee is expected to continually strive to bring shared values to life through our Excellence Through People organizational culture. ETP values include: committing to continuous improvement; inspiring creativity and innovation; being customer driven; making data-driven decisions; championing employee involvement; striving for excellence; having fiscal stewardship; acting with honesty and integrity; exhibiting leadership; choosing a positive attitude; respect and dignity for one another; promoting safety and wellness; and cultivating teamwork. For leaders, this includes creating a work culture that brings these values to life. For all employees, this includes maintaining a Total City Perspective. The purpose of ETP is to deliver exceptional services to the public at the best price, and for employees to experience an enjoyable and stimulating work environment.

Other Duties: Digs and backfills trenches; fabricates and installs signs; maintains equipment and materials inventories. May routinely operate street sweeper.

Qualifications

Education and Experience: High School graduation, G.E.D. or HiSet, two years of experience in laboring work including the use of tools and equipment common to general construction, maintenance, and repair work; or an equivalent combination of experience and training

Licenses and Certificates: Must possess a valid type A Commercial Driver's License, or must obtain any required endorsements, including a type a Commercial Driver's License (CDL), within 6 months of appointment.

Knowledge, Skills, and Abilities: Knowledge of the types and uses of common hand tools, materials, and equipment used in general construction, maintenance, and repair work; knowledge of the precautions necessary to work safely with and around mechanized construction and maintenance equipment.

Skill in the use of tools, machinery, motorized vehicles, and other items common to general construction, maintenance, and repair work; skill in the use of measurement and diagnostic equipment common to general construction, maintenance, and repair work.

Ability to lead a small crew of workers; ability to perform manual tasks involving physical strength and endurance under variable weather conditions; ability to understand and carry out specific verbal or written instructions; ability operate motorized vehicles and other motorized equipment; ability to calculate or estimate the amounts of materials needed; ability to effectively communicate with others; ability to establish and maintain effective working relationships with citizens or public service organizations, supervisors, co-workers, other city employees, and vendors. Ability to present positive attitude to residents, co-workers and contractors.

Supplemental Information

Required Physical Activities: Climbing, balancing, stooping, kneeling, crouching, crawling, reaching, standing, walking, pushing, pulling, lifting, finger dexterity, grasping, feeling, talking, hearing, repetitive motions.

Physical Characteristics of Work: The work involves sitting 0 to 5 percent of the time; sitting and using arm/leg controls 10 to 40 percent of the time; standing (but not walking) 0 to 35 percent of the time; standing and walking 10 to 35 percent of the time; frequently lifting objects under 10 pounds; routinely lifting objects from 10 to 25 pounds; routinely lifting objects from 25 to 50 pounds; and routinely lifting objects over 50 pounds.

Vision Requirements: The minimum standard for use with those whose work deals with machines such as lathes, drill presses, power saws or mills where the seeing job is at or within arm's reach.

Environmental Conditions: The work is performed inside and/or outside and includes being exposed to extreme cold, extreme heat, noise, vibration, mechanical hazards, electrical hazards, chemical hazards, atmospheric conditions that affect the respiratory system or skin, oils, may be required to wear a respirator, may work in confined spaces, darkness or poor lighting conditions, trenches, and/or isolation.

Equipment Essential to the Job: A variety of motor vehicles and heavy equipment including pick-up trucks, dump trucks, aerial boom trucks, end loaders and backhoes; a variety of printed materials including memos, blueprints, instructions, maps, and schedules; a variety of measurement and diagnostic tools and equipment including tape measures, scales, levels, and squares; a variety of general purpose maintenance equipment including brooms, shovels, cleaning equipment and chemicals, and extension cords; various welding equipment; hydraulic, air, and water hoses; power and hand tools including grinders, drills, saws, air compressors, pumps, screwdrivers, and wrenches; a variety of safety equipment and clothing including dust filters, ear plugs, a first-aid kit, gloves, safety goggles, raincoats, and gas monitors; personal computers and peripheral equipment; some office and audio-visual equipment including telephones, intercoms, calculators, video cassette players, televisions, and inspection equipment.

Selection Process

The selection process consists of an evaluation of education and experience; phone interview; on-site interview, which will include a manager meeting ; and completion of reference checks and a criminal background check, which includes a sex offender registry check. All candidates will be notified by email of their application status.

****Preference may be given to applicants possessing qualifications above the minimum.****

Veteran's Preference Points

The City of Ames provides Veteran's Preference Points for Civil Service positions. A copy of your DD214 and, if applicable, proof of disability, must be attached with your application (or faxed to 515-239-5294) prior to the close date of the posting in order to receive Veteran's Preference Points.

E-Verify Process:

The City of Ames participates in E-Verify and will provide the Social Security Administration (SSA) and, if necessary, the Department of Homeland Security (DHS), with information from each applicant's Form I-9 to confirm work authorization. All candidates who are offered a position with the City of Ames must complete

Section 1 of Form I-9 along with the required proof of their right to work in the United States and proof of their identity on their first day of employment. Please be prepared to provide required documents on your first day of employment. For additional information regarding acceptable documents for this purpose, please contact Human Resources at 515-239-5199 or go to the US Citizenship and Immigration Services web page at: <http://www.uscis.gov>.

NOTE: Applicants with disabilities may submit requests for ADA testing or interview accommodations to the Human Resources Department prior to the test or interview.

The City of Ames is an Equal Opportunity/Affirmative Action employer. All qualified applicants will receive consideration for employment without regard to race, color, creed, age, religion, sex, sexual orientation, gender identity, genetic information, ancestry, national origin, marital status, disability, or protected veteran status and will not be discriminated against. Inquiries can be directed to the Human Resources Department at 515-239-5199.

Employer

City of Ames

Address

515 Clark Ave

Ames, Iowa, 50010

Phone

515-239-5199

Website

<http://www.cityofames.org/jobs>

Maintenance Worker - Utility Operations Supplemental Questionnaire

*QUESTION 1

Briefly describe your education, skills, and experience as it relates to the following categories: a. Small construction projects/Concrete b. Operating equipment including a skid loader, tractors, mini-excavator, etc. d. Working in a team

*QUESTION 2

What workplace values are important to you and why?

*QUESTION 3

Do you possess a type A Commercial Driver's License?

☐ Yes

☐ No

*QUESTION 4

Have you participated in a CDL drug-testing program with a previous employer? If so, with which employer(s). Please indicate the employer's name, address, phone number, and designated individual.

* Required Question