



City of Ames WPC Plant Maintenance Specialist

SALARY	\$32.64 Hourly \$67,891.20 Annually	LOCATION	515 Clark Avenue, Ames, IA, 50010, IA
JOB TYPE	Full-Time	JOB NUMBER	26-5111-01
DEPARTMENT	Water & Pollution Control	DIVISION	Wastewater Plant
OPENING DATE	10/12/2026	CLOSING DATE	11/2/2026 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.

Under general supervision, the Water and Pollution Control Plant Maintenance Specialist performs high-level maintenance on operating equipment and other machinery at the water plant or water pollution control plant and related facilities; serves as technical lead for the plant maintenance staff; also may serve as plant operator on a regular and emergency basis; performs related work as required.

Available Step Increases

Step increases are available for this position after certain periods of time of employment. The starting salary, until June

30, 2027, is listed at the top of this job posting and below. For any internal candidate, other compensation policies may apply to a starting salary.

Entry = \$32.64 18 months = \$37.02 48 months = \$43.58

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 completely 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](#)

Examples of Essential Job Functions

Serves as highest level maintenance position in the division; guides and advises other maintenance staff on procedures, materials, tools, and safety aspects of maintenance; leads major or complicated maintenance projects. Performs single-phase and three-phase low voltage electrical work up to and including 480 volts. Inspects, repairs and performs maintenance on a wide variety of engines, pumps, motors, bar screens, electrical breakers and controls, boilers, switches, chemical feeders, filters, disinfecting equipment, air compressors and related plant equipment; replaces worn parts including aerators, clarifiers, filters, bearings, packing, capacitors, seals, shafts and sleeves; performs pipe work for water and chemicals; performs welding; installs new equipment; checks grease charts and bearing temperatures to assure proper maintenance of equipment and engines; keeps records and makes reports; utilizes asset management software; oversees the work of skilled or unskilled helpers; assists in preparing long-term maintenance schedules and budgets; attends training as required.

Other Job Functions: Diagnoses and troubleshoots HVAC system issues and performs preventive maintenance; performs work on air pipes; replaces parts including wearing rings, impellers, seals, and other pump parts; performs janitorial work. May serve as Plant Operator for the water or wastewater treatment facilities on a regular or emergency basis; operates and checks condition of plant equipment and makes necessary adjustments; adjusts rate of flow for optimum treatment results; maintains operating records, performs calculations and completes plant operating logs; collects samples and performs routine lab work; performs other operating duties as assigned.

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; committing to diversity, equity and inclusion; championing employee involvement; striving for excellence; having fiscal stewardship; acting with honesty and integrity; exhibiting leadership; choosing a positive attitude; respecting 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.

Qualifications

Education and Experience:

High school diploma, HiSet, or G.E.D.; and five years experience in mechanical maintenance and repair of equipment and machinery, preferably including three years experience in a water or water pollution control facility; or equivalent combination of experience and education.

Licenses and Certificates:

For the Wastewater (or Water Pollution Control) Plant, must possess a valid type A Commercial Driver's License. May be required to possess air brake and tanker endorsements. Also, must possess an Iowa Department of Natural Resources (IDNR) Grade I wastewater treatment operator license within 18 months and a Grade II wastewater treatment operator license within 48 months of employment and maintain the licensing.

For the Water Plant, must possess a valid type B Commercial Driver's License. May be required to possess air brake and tanker endorsements. Also, must possess an Iowa Department of Natural Resources (IDNR) Grade I water treatment operator license within 18 months and a distribution license within 48 months of employment and maintain each license.

Residency Requirement:

The required residence area is the area is defined by the bargaining unit agreement between the City and IUOE. Area is bordered by the Boone and Story County lines on the north and south, State Highway 65 on the east; and on the west, County Road R27 north of Boone, and the Des Moines River south of Highway 30 to the Boone County line. Communities intersected by the borderlines, and Zearing, shall be considered within the area. The permitted residency area is that area inside the borderlines. The area adjacent to but outside the borderlines is not included.

Knowledge, Skills, and Abilities:

Knowledge of the operation and maintenance of utility plant operating equipment, low pressure boilers, clarifiers, filter, digesters, pumps and auxiliary equipment, knowledge of the principles of hydraulics, electricity, combustion and standard safety practices. Knowledge of the standard practices, methods, tools, and materials of the mechanical trades. Knowledge of the principles of predictive and preventative maintenance. Knowledge of safe work practices appropriate to water utility maintenance, equipment, and tools.

Skill in the maintenance and repair of mechanical, water and water pollution control plant equipment. Skill in the use of basic hand tools, welding, and operation of small power equipment; skill in performing preventative maintenance on a variety of electrical and mechanical equipment; skill in taking responsibility and performing previously outlined procedures; skill in the use of diagnostic tools and equipment.

Ability to diagnose complex equipment problems and to determine proper remedial action; ability to use a wide variety of hand tools, shop and diagnostic equipment; ability to read piping and wiring diagrams and blueprints; ability to plan, assign, and oversee the work of skilled maintenance personnel and helpers. Ability to carry out written and verbal instructions; ability to read and record data from gauges and meters accurately and to interpret such data; ability to determine the nature and seriousness of system malfunctions and to take remedial actions; ability to act quickly and effectively in emergency situations; ability to effectively communicate and establish and maintain effective working relationships with fellow employees and the general public. Ability to use a PC to enter data into a computerized maintenance management system or other software applications; ability to use historical data to trend equipment and system performance and predict appropriate service frequencies. Ability to detect potentially unsafe work conditions;

ability to apply safety training to work situations. Ability to effectively utilize electronic and hard copy Operations and Maintenance Manuals.

Supplemental Information

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

General Physical Characteristics of the Work: Heavy work requiring the exertion of up to 100 pounds of force occasionally, 50 pounds of force frequently or 20 pounds of force constantly to move objects.

Vision Requirements: The minimum standard for use with those whose work deals largely with preparing and analyzing data and figures, accounting, transcription, computer terminal, extensive reading, visual inspection involving small defects, small parts, operating of machines (including inspection), using measurement devices, assembly or fabrication of parts at distances close to the eyes.

Environmental Conditions: The worker is subject to both inside and outside environmental conditions, extreme cold and heat, noise, oils; mechanical, electrical and chemical hazards; atmospheric conditions affecting the respiratory system. In addition work may be performed at extreme heights, in areas below ground, and in confined spaces.

Examples of Equipment Essential to the Job: High and low voltage electrical equipment including measurement devices, hand tools, conduit and benders, fuses, radio telemetry, telephone, and control circuits, soldering iron, heat gun and shrink wrap; plumbing tools including pipe threader, torch, hand drill, pipe and chain wrenches, air gun, and pipe saws; safety equipment including masks, gloves, ground fault connector and gas monitor, and any other required PPE; welding equipment; basic carpentry tools; hand power tools: air-driven hammers, drills, etc.; tractors, trucks and attachments; biosolids equipment; end-loader; backhoe; trenching equipment; bucket lift; table saw, drill press and other shop equipment; ladders and scaffolding; two-way radio; intercom, telephone, vibration meter, blue prints, schematics, and maintenance manuals; computer and related software and peripheral equipment; SCADA equipment and instrumentation; printed materials, and electronic Operations and Maintenance manuals (e-O&M's).

Selection Process:

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

- Preference may be given to applicants possessing qualifications above the minimum.
- Depending on the number of qualified candidates, the City may forego phone interviews.

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 515-239-5297) 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>

WPC Plant Maintenance Specialist Supplemental Questionnaire

*QUESTION 1

Please list the Grade, Type, License Number, and Issuing Agency of any water operations and treatment certification you currently possess.

*QUESTION 2

If you do not currently possess a Grade I wastewater treatment operator licenses issued by the Iowa DNR, clearly explain how you will obtain one within 18 months of appointment.

*QUESTION 3

Do you currently possess a Class A Commercial Driver's License with air brake and tanker endorsements? If you answer NO, please explain if you will be able to obtain within 12 months of employment, if hired.

*QUESTION 4

Based on the employers you listed within your work history on your application, please provide a brief description of your experience with troubleshooting 120-480 volt electric control circuits. Also indicate which employer(s) your experience was earned and for how long.

***QUESTION 5**

What types of mechanical equipment have you worked on and what work have you specifically performed?

***QUESTION 6**

What types of pumps have you worked on (e.g. centrifugal, peristaltic, vertical turbine, etc.) and what work have you specifically performed?

***QUESTION 7**

Although not required, provide any work experience you have had in water and or water pollution control facilities.

***QUESTION 8**

Please provide a description of your experience with each of the Microsoft Office programs you have used, including any experience with any computerized maintenance management system (CMMS).

* Required Question