



City of Harrisonburg Water Plant Shift Operator - Class I

SALARY	\$28.28 - \$31.11 Hourly \$2,262.40 - \$2,488.80 Biweekly \$4,901.87 - \$5,392.40 Monthly \$58,822.40 - \$64,708.80 Annually	LOCATION	Harrisonburg, VA
JOB TYPE	Full-Time	JOB NUMBER	5701 - (May 2025)
DEPARTMENT	Public Utilities	OPENING DATE	05/28/2025
CLOSING DATE	Continuous	FLSA	Non-Exempt

Description



Are you looking for a challenging and rewarding career with a company that values your Class I Water Treatment Operator's license and professional expertise in a water treatment plant? If so, apply to join the City of Harrisonburg's Public Utilities Department as a Water Plant Shift Operator - Class I, where you'll have the opportunity to make a meaningful impact each day at work!

For this particular vacancy, the City is seeking a Class I Operator who is available for primarily 12-hour night shifts with a flexible schedule. This position may cover other shifts as needed due to the absence of operators assigned to those shifts (e.g., vacation, etc.). The schedule for this position is subject to change due to business requirements. The Water Plant Shift Operator - Class I opportunity is a full-time position with benefits and a preferred hiring range of \$28.28 - \$31.11 per hour (equivalent to \$58,822 - \$64,708 annually); however, an exact salary will be dependent upon the selected candidate's qualifications/experience and in compliance with City policy.*

***The current minimum rate for this specific Class I Operator is \$30.92 per hour, which is equivalent to \$64,313.60 annually. The rate is calculated as follows: \$28.28 per hour base rate + \$4,000.00 annual (\$1.92 per hour) Class I Operator incentive + \$0.72 per hour night shift differential while primarily assigned to night shift. Additionally, the City values professional development and, per the City's Administrative Program Memorandum, currently offers the following for this position (which may be modified or terminated at any time):**

- Applicants who qualify for the Class I Operator level will receive a \$4,000.00 incentive applied to base pay.
- Certification incentives are available for the following, subject to supervisor approval and budget appropriation:
 - American Public Works Association Certified Public Works Professional - Supervision Program (APWA CPWP-S) in the amount of \$1,500.00 applied to base pay.
 - American Public Works Association Certified Public Works Professional - Management Program (APWA CPWP-M) in the amount of \$2,000.00 applied to base pay.

As a Class I Water Plant Shift Operator, you may perform some or all of the following:

- Operation of the City's municipal water treatment plant;
- Daily inspection and calibration of lab equipment;
- Collecting samples for testing and performing tests related to plant operations;
- Checking plant equipment and chemical systems for proper operation then taking necessary corrective actions, if required;

- Making changes in plant processes to improve efficiency;
- Regulating chemical dosages as needed;
- Assisting in all maintenance at the plant and at various other locations in the water system, as needed;
- Performing general groundskeeping and housekeeping to maintain appearance and safety;
- Monitoring and controlling water plant and distribution systems both manually and through the use of specialized software;
- Maintaining records/files and using the information gathered to prepare reports.

A detailed list of the ideal candidate's knowledge, skills, and abilities for this position is available in the [Water Plant Shift Operator I](#) class specification.

Minimum Qualifications

- High school diploma or GED and extensive (6 or more years) experience in the operation of a water treatment plant, or an equivalent combination of education and experience.
- Possession of a Class I Water Treatment Operator's Certificate issued by the Commonwealth of Virginia.
- Valid driver's license.
- This vacancy requires availability for primarily 12-hour night shifts with a flexible schedule. This position may cover other shifts as needed due to the absence of operators assigned to those shifts (e.g., vacation, etc.). The schedule for this position is subject to change due to business requirements.
- [Click here for the physical requirements of the position.](#)

The selected candidate for this position will be subject to the following screenings and must receive satisfactory results:

- DMV record review;
- Drug screening; and
- Criminal background check.

This position is subject to the City's random drug and alcohol screenings.

Supplemental Information

To Apply: In order to be considered, all candidates must submit a complete City of Harrisonburg online employment application, including previous work experience and education history. This position may close at any time after 10 calendar days. (posted 05/28/2025)

The City provides an excellent benefits package including health insurance, retirement (VRS & MissionSquare), life insurance, paid leave and holidays.

All qualified applicants will receive consideration for employment without regard to race, color, religion, gender, sexual orientation, national origin, disability or veteran status.

The City of Harrisonburg is an Equal Opportunity Employer.

Employer

City of Harrisonburg

Address

409 South Main Street
Third Floor
Harrisonburg, Virginia, 22801

Phone

540.432.8920
540.432.7796

Website

<https://www.harrisonburgva.gov/employment>