



JOB DESCRIPTION

JOB TITLE:	Equipment Maintenance Technician I/II	DEPARTMENT:	Operations
REPORTS TO:	Operations Manager	FLSA STATUS:	Non-Exempt
PREPARED DATE:	May 2020	APPROVED DATE:	
REVISION DATE:			

SUMMARY

Under general supervision, performs major mechanical inspections, repairs and maintenance servicing of all Authority-owned trucks, landfill and construction equipment, and maintenance equipment and tools; performs related work as required.

Essential Job Functions: Essential functions may include any of the following tasks, knowledge, skills and other characteristics. The list that follows is not intended as a comprehensive list; it is intended to provide a representative summary of the major duties and responsibilities.

- Diagnoses problems and repairs a variety of Authority equipment, including light motor vehicles, motor graders, packers, and landfill equipment.
- Diagnoses problems and performs services and basic repairs on diesel heavy equipment such as bulldozers, compactors, excavators, graders, scrapers, and loaders;
- Overhauls and/or rebuilds gasoline, diesel, and internal-combustion engines, transmissions, ignition systems, steering systems, and other related systems;
- Adjusts and repairs hydraulic systems;
- Performs maintenance and repairs on a variety of brake systems;
- Diagnoses and repairs electrical system problems;
- Inspects and repairs electronically controlled devices on vehicles and equipment;
- Uses electronic equipment for monitoring and diagnosis of vehicle problems;
- Installs and maintains special equipment on public safety vehicles;
- Review operator's daily inspection reports;
- Maintain accurate records of maintenance on all machinery, equipment and service records;
- Makes emergency repairs in the field;
- Orders parts and supplies;
- Performs preventative maintenance on all vehicles and equipment;
- Road tests vehicles and equipment to insure that all work has been properly completed;
- Performs welding to adapt or fabricate parts and equipment;
- May perform minor vehicle body repairs;

WORKING CONDITIONS

Position requires sitting, walking on level and slippery uneven surfaces, reaching, twisting, kneeling, bending, stooping, crouching, climbing, balancing and making repetitive hand and foot movement in the performance of daily duties. The position also requires talking, hearing, and both near and far vision including the ability to distinguish colors and perceive depth. The need for finger dexterity and to grasp, lift, carry, pull and push tools, equipment and supplies weighing up to 65 pounds, or heavier utilizing proper equipment, is also required. The incumbent in this position works indoors and outdoors, may be subjected to vibration and may work in environments with constant noise. The incumbent may use chemicals such as solvents, lubricants, grease and oils which may expose the employee to fumes, dust, air and skin

contaminants; the work may necessitate wearing protective gear such as latex gloves. The nature of the work may also require the incumbent to use power and noise producing tools and equipment and drive motorized vehicles. The incumbent may work around machinery with moving parts or around moving vehicles or objects. Additionally, off-site travel and/or attendance at multi-day off-site training sessions may be required.

CERTIFICATES, LICENSES, REGISTRATIONS

A valid California "C" driver's license is required.

OTHER REQUIREMENTS

A valid class "C" California driver's license is required. Must report any changes in status of driver's license. Must be willing to work early morning, evening, holiday and weekend shifts. Must be willing to work with exposure to disagreeable and potentially hazardous substances.

Employee is expected to provide their own tools to perform required repairs.

EDUCATION AND EXPERIENCE

The minimum qualifications for education and experience are the following:

- High school diploma or general education degree (GED) is required,
- Five (5) years' experience as equipment mechanic technician in a similar environment requiring similar skills as required by the equipment maintenance technician specifications.

KNOWLEDGE AND SKILLS:

Any combination of training and experience which would likely provide the required knowledge and abilities is qualifying. A typical way to obtain the required knowledge and abilities would be:

- Operation and maintenance of internal combustion engines.
- Methods, tools, and equipment used to maintain and repair automobiles or construction equipment.
- Repair of electrical systems.
- Safe work practices.
- Methods used in the repair and overhauling of engines and other drive train components on motorized and stationary equipment.
- Methods of electric, arc, and acetylene welding.
- Operation and maintenance of hydraulic systems.
- Operating and repair characteristics of diesel heavy equipment such as bulldozers, compactors, excavators and loaders.
- Preventive maintenance inspection techniques.
- Department of Transportation (DOT) regulations relating to proper maintenance and operation of commercial vehicles.

SKILL IN AND ABILITY TO:

- Perform preventive maintenance and repairs on motorized and stationary equipment, including gas and diesel powered engines.
- Maintain productivity and focus on assigned tasks, with and without supervision, performing work in a timely and efficient manner.
- Understand and comply with safety policies and procedures.
- Understand and carry out oral/written directions and accept constructive criticism.
- Cooperate with other employees and promote team harmony and effectiveness.
- Apply sound judgment in a variety of circumstances with or without specific instructions.

- Adhere to an assigned work schedule; adjust working hours to include early evenings and/or Weekends if necessary.
- Conduct vehicle safety inspections.
- Estimate time and materials needed for work
- Keep records and logs
- Organize, prioritize and follow-up on work assignments
- Work independently and as part of a team
- Make sound decisions within established guidelines
- Communicate effectively with peers, subordinates, supervisors from other departments and the public

To perform this job successfully, an individual must be able to perform each essential duty. The requirements listed are representative of the knowledge, skill, and/or ability required. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

Language Skills

Ability to read and comprehend simple instructions, short correspondence, and memos; ability to write simple correspondence; ability to effectively present information in one-on-one and small group situations to customers and other employees of the organizations. Bilingual in Spanish is desirable.

Mathematical Skills

Ability to add, subtract, multiply, and divide in all units of measure, using whole numbers, common fractions, and decimals; ability to compute rate, ratio, and percent and to draw and interpret bar graphs.

Reasoning Skills

Ability to apply common sense understanding to carry out detailed, but uninvolved written or oral instructions; ability to deal with problems involving a few concrete variables in standardized situations.

COMPETENCIES

To perform the job successfully, an individual should demonstrate the following competencies:

Communication (Oral/Written)

Expresses views in a fluent, clear, logical manner, with enthusiasm and confidence.

Communicates openly and honestly, and promotes an open exchange of ideas. Is an effective listener – listens openly without interrupting. Keeps people well informed in respect of key organizational and departmental issues, in a timely manner. Delivers information effectively in a variety of written formats, including reports, letters, memos, emails, etc.

Cost Consciousness

Does not waste resources. Looks for methods to improve processes that have a positive impact on the bottom line.

Customer Focus/Interpersonal Skills

Seeks to understand the (complex) dynamics of the customer's business. Builds effective customer rapport/relationships and treats them as business partners. Makes customers feel appreciated for their business. Actively seeks and listens to customers' needs, suggestions and feedback. Takes a genuine interest in customers and demonstrates urgency, energy and enthusiasm in satisfying their needs. Is friendly, warm and sincere, and easily approachable. Is tactful, compassionate and sensitive, and treats others with respect and dignity. Is patient and understanding, listens empathetically to others and respects their opinions. Makes others feel appreciated, valued and included, and is considerate of their needs and feelings. Is sensitive to cultural diversity, race, gender, and other individual differences.

Flexibility/Adaptability/Initiative/Proactivity

Is open to new ways of working, ideas and processes. Adapts quickly and effectively, to new environments, people, and responsibilities. Readily adapts to stressful situations and factors outside of his/her control. Actively attempts to influence events and instigates action without having to be urged on. Adapts and improves working methods in order to achieve goals. Anticipates and responds to future needs and opportunities and seizes opportunities when they arise. Anticipates problems and pro-actively develops contingency plans accordingly. Keeps current on emerging job-relevant trends and issues.

Functional Expertise

Has the functional competence (skills & knowledge) to be effective in his/her job. Keeps specialist competence up to date with ongoing learning/studying. Actively seeks assignments and other on-the-job opportunities to improve self. Shares competence willingly with others.

Teamwork

Is committed to the team and its goals. Does fair share and is an effective contributor. Fills in for or assists fellow team members when necessary. Develops and maintains productive working relationships within the team. Willingly shares knowledge, skills and job-relevant information. Actively participates in team meetings without monopolizing it or reducing the importance of other team members. Encourages and considers others' ideas, opinions and suggestions. Actively involves self in team activities, and contributes positively towards team spirit and morale. Works effectively in cross-functional project teams (when required).

OTHER QUALIFICATIONS

Physical Demands - The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

While performing the duties of this job, the employee is frequently required to stand; walk; sit; use hands to finger, handle, or feel; reach with hands and arms; climb or balance; stoop, kneel, crouch, or crawl; talk or hear.

Frequently stand and walk; ability to stoop, kneel or crouch to pick up or move objects; physical ability to perform heavy physical labor; walk for short/long distances and on uneven surfaces; lift and move objects weighing up to 65 pounds without assistance and heavier objects with assistance; normal manual dexterity and eye-hand coordination; corrected hearing and vision to normal range; verbal communication.

Specific vision abilities required by this job include close vision, distance vision, color vision, peripheral vision, depth perception and ability to adjust focus. Employee must be able to wear personal protective equipment including ear and eye protection, latex, rubber or leather gloves, hardhat, rain protection, and steel toe boots.

Work Environment - While performing the duties of this job, the employee is occasionally exposed to wet and/or humid conditions; fumes or airborne particles; toxic or caustic chemicals; outside weather conditions; risk of radiation, explosives, and high noise level. The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

I acknowledge that I have received, read, and sought clarification of any questions I have about the content of this job description. I further understand that, in order for the Authority to retain necessary flexibility to meet organizational needs, this job description may be modified from time to time.

Employee

Date