

**PUBLIC NOTICE**  
CIVIL SERVICE RESUME POSITION  
PLANT OPERATOR I/WASTEWATER TREATMENT PLANT  
CITY OF BARBERTON, OHIO  
AN EQUAL OPPORTUNITY EMPLOYER

**PLEASE READ THIS NOTICE CAREFULLY PRIOR TO FORWARDING RESUME**

**POSITION:**

Job Title: Plant Operator I

Department: Wastewater Treatment Plant

Classification: Classified, AFSCME, Non-Exempt  
Full-time

Benefits: Starting salary is \$23.45 per hour. This is a Bargaining Unit position (A.F.S.C.M.E.). Subsequent increases, if any, will be contained in a collective bargaining agreement. Benefits include hospitalization, life insurance, vacation, sick leave, and pension. Additional pay for working holidays.

Summary: An employee in this classification performs technical duties involving the operation and maintenance of treatment plant equipment and facilities in accordance with established procedures and regulations.

**Minimum Qualifications:**

Education: High School Diploma, G.E.D. or equivalent required.

**License or Certification Requirements:**

Must possess and maintain a valid State of Ohio driver's license, plus must be able to qualify for and remain insurable under the city's vehicle insurance policy. (Note: Plant Operator's hired into position shall obtain and maintain a State of Ohio Class A Commercial Driver's License (CDL) within six (6) months of hire date and maintain their Class A CDL for the duration of employment with the Employer and appropriate endorsements). Must obtain an Ohio EPA Class I Operator's License (Water or Wastewater, as appropriate) within two (2) years of hire. (Note: Certain positions, due to the type of duties performed, may require the employee to obtain Ohio EPA lab certifications.)

**Physical Requirements:**

The employee is occasionally required to stand; use hands to finger, handle, or feel; reach with hands and arms; climb or balance and stoop, kneel, crouch, or crawl. The employee must occasionally lift and/or move up to 50 pounds. While performing the duties of this job, the employee is occasionally exposed to moving mechanical parts and fumes or airborne particles. The employee is occasionally exposed to wet and/or humid conditions; high, precarious places; toxic or caustic chemicals; extreme cold; and extreme heat. The noise level in the work environment is usually moderate. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions. Use of tobacco or tobacco products is prohibited on City property or in City vehicles.

Residency: Must be employable within the United States.

---

**MINIMUM ACCEPTABLE CHARACTERISTICS:** (*\*Indicates developed after employment*)

Knowledge of: Division policies and procedures;\* safety practices and procedures; treatment plant operating procedures;\* federal and state regulations related to the operation of treatment plants;\* light mechanical maintenance and repair; proper lifting techniques.

Skill in: Operation of light motorized equipment; use and operation of hand and power tools.

Ability to: Communicate with the public; carry out instructions in written, oral, or picture form; recognize unusual or threatening conditions and take appropriate actions; read, copy, and record figures accurately; calculate fractions, decimals, and percentages; prepare accurate documentation; maintain records according to established procedures; develop and maintain effective working relationships; travel to and gain access to work site.

**EXAMINATION INTERVIEW**

Only those applicants who meet the Minimum Qualifications as outlined in this Notice will be interviewed for the position. Interview questions will be scored based on a 1-5 scale; one (1) being the lowest and five (5) being the highest rating. Once all interviews are conducted and scored, a list will be assembled in rank order of all candidates from highest to lowest overall score. This list will be presented to the Civil Service Commission for approval and certification.

*Candidates will receive notification of Rank Order electronically and regular US Mail.*

**Extra Credit**

An applicant must receive a passing score of seventy percent (70%) prior to any extra credit added to the applicant's score. Maximum percentage of Extra Credit allowed is twenty-five percent (25%). Extra Credit is only applicable to entrance examinations.

**A. Military Service.**

An Applicant who has completed service in the Uniform Services, who has been honorably discharged from the Uniform Services or transferred to the Reserve with evidence of satisfactory service, and who is a resident of this state and any member of a reserve component of the armed forces of the United States, including the Ohio National Guard, who has completed more than one hundred eighty (180) days of active duty service pursuant to an Executive Order of the President of the United States or an act of Congress may file a Certificate of Service or honorable discharge shall receive a credit of twenty percent (20%) of the person's total grade. A person who receives an additional credit under this section shall not receive an additional credit pursuant to Civil Service Rules.

**B. Reserve Component of the Armed Forces of the United States.**

An applicant in good standing of a reserve component of the armed forces of the United States, including the Ohio National Guard, who successfully completes the initial entry-level training, shall receive a credit of fifteen percent (15%) of the person's total grade given in the examination in which the person receives a passing grade.

**C. Residency**

When proper proof of acceptable and satisfactory residency in the City of Barberton is presented to the Commission, such applicant being otherwise eligible, shall be granted five percent (5%) of such grade. Proper proof of acceptable and satisfactory residency is established only by notarized affidavit (sworn statement) declaring residency during the twelve (12) month period prior to the

date of Notice of Examination. Residency Forms/Affidavits shall be provided in the application packet. Credit for residency will only be given to applicants returning a completed and notarized Residency Form/Affidavit.

A licensed Notary Public shall be available to notarize Residency Forms/Affidavits in the office of the Commission at no charge to the applicant. Under any circumstance, applicants shall not sign the Residency Form/Affidavit unless the applicant is in the physical presence of a licensed, State of Ohio Notary Public or properly licensed Notary Public or attorney for the U.S. Armed Military Service for those applicants currently on active-duty.

*Applicants may be required to provide additional proof of residency upon the request of the Commission.*

**D. Credit for Prior Service in the City of Barberton**

When proper proof of acceptable and satisfactory prior service with the City Barberton is presented to the Commission, such applicant being otherwise eligible, shall be granted an additional tenth of one percent for every completed month the applicant has worked for the City for a maximum of 5% total extra credit.

**E. CDL**

5 points will be given to those who pass the Civil Service test and provide a copy of their valid State of Ohio Commercial Driver's License along with their completed application.

*Applicants are responsible for notifying the Commission or the Secretary of prior City service at the time the application is submitted.*

**HOW TO APPLY:**

A completed City of Barberton employment application and resume must be submitted to [jiceman@cityofbarberton.com](mailto:jiceman@cityofbarberton.com) by 4:00pm, Friday, June 10, 2022. Go to <https://cityofbarberton.com/150/Current-Notices-Job-Openings> to download a City application and to view the job description. Only City of Barberton applications with an accompanying resume will be considered for employment.

**SUBMIT RESUME AND EMPLOYMENT APPLICATION**

Civil Service Commission Office  
Attn: Jaime Iceman  
576 West Park Ave. Room 102  
Barberton, Ohio 44203  
or  
Email: [jiceman@cityofbarberton.com](mailto:jiceman@cityofbarberton.com)

**QUESTIONS**

Telephone: (330) 848-6710  
[jiceman@cityofbarberton.com](mailto:jiceman@cityofbarberton.com)

The City of Barberton is an equal opportunity employer.

**False, misleading, or incomplete information provided during the application and background investigation process may result in disqualification from employment AND SUBJECT THE PERSON TO POSSIBLE CRIMINAL PENALTIES.**