



WATER IS OUR FUTURE



**MAMMOTH COMMUNITY WATER DISTRICT
IS SEEKING A**

WATER TREATMENT CHIEF PLANT OPERATOR



WATER TREATMENT CHIEF PLANT OPERATOR

Mammoth Community Water District

FILING DEADLINE:

Open Until Filled - First Review

09/22/2026

(Recruitment 26-006)

Join a high-performing team responsible for delivering safe, reliable drinking water in one of California's most unique mountain communities.

THE ORGANIZATION

The Mammoth Community Water District is committed to carefully and effectively managing and maintaining our local water resources. The District provides water and wastewater services to meet the health and safety needs of the community. All work is conducted in a safe, financially sound, and high-quality manner. We are committed to our customers and the environment in which we live.

Protecting Our Resources

THE COMMUNITY OF MAMMOTH LAKES

Located in the Inyo National Forest of Mono County, California, in the Eastern Sierra Nevada Mountain Range, Mammoth Lakes (named from the mining era, Mammoth Mining Co.) is the largest incorporated town within the greater Mono and Inyo County areas. Mammoth Lakes serves as the popular skiing, camping, hiking, fishing, and geological Mecca of the region.

Mammoth Lakes (permanent pop. 7,124, 2024 Census, with periods of up to 35,000 due to tourism) is a dynamic community within a world-renowned National Forest and geological environment which attracts visitors from around the globe.

With a ski season that generally spans mid-November through the end of May, Mammoth Mountain is one of the premier ski areas in the country, including downhill skiing, snowboarding, cross-country skiing, snowmobiling, and dog sledding. The surrounding area offers summer recreation opportunities, including fishing, hiking, climbing, camping, off-roading, mountain biking, horseback riding, and golf. Mammoth Lakes is also a gateway community to world-class attractions such as Yosemite National Park, Devils Postpile National Monument, Death Valley National Park, and the John Muir and Ansel Adams Wilderness areas.

Mammoth Lakes' regional heritage can also be experienced through the areas numerous festivals, annual events, artisan markets and events, and cultural celebrations. Mammoth Lakes offers an excellent family life environment, housing, a thriving K-12 education system, a well-developed community college network, hospital, clinics, and airport.

POSITION DESCRIPTION

This is an experienced working level job performing the full range of water treatment, and surface and groundwater management duties. The Water Treatment Chief Plant Operator has responsibility for daily operation of the District's surface water and groundwater treatment plants, water distribution systems, and ensuring compliance with water resource monitoring and regulatory requirements. Incumbents work with minimal supervision and provide supervision over the Water Treatment Division staff. This is a Confidential classification which means that an incumbent is privy to decisions of District management affecting employer-employee relations.

Incumbents may be required to work extended hours, use respiratory equipment, be on call/standby, and work in all manner of inclement weather. This position requires a 9/80 work schedule.

The District's water treatment facilities include:

- ◆ 1 surface water treatment plant
- ◆ 2 groundwater treatment plants (arsenic, iron, and manganese removal)
- ◆ Corrosion control
- ◆ 9 production wells and 30 monitoring wells

THE COMPENSATION

Salary range: \$54.24 - \$75.11/hour, plus an outstanding benefits package including 100% employer-paid medical, retirement contributions, and housing support opportunities.

BENEFITS PACKAGE

The District provides an outstanding benefits package including but not limited to:

- ◆ **Health & Welfare** – Three Anthem-Blue Cross medical benefit plans offered through ACWA/JPIA. Regardless of plan selected, the District contribution level for an employee and the employee's eligible family members is set at 100% of the Advantage PPO rate level. The District contributes 100% of the premium for employee and family for Delta Dental and VSP Vision.
- ◆ **Retirement/Pension** – 20% of annual gross contributed by District to self-directed investment funds 401(a) plan, with a five-year vesting period.
- ◆ **Deferred Compensation** – The District matches 50% (max 2% of annual salary) of employee contribution to a Deferred Compensation 457(b) plan.
- ◆ **Life Insurance** – The District contributes 100% of the premium for employee (2x annual wage, max. \$200,000, 2-month waiting period), spouse, and dependents (\$1,500/\$1,000).
- ◆ **Long- and Short-Term Disability** – District contributes 100% of the premium for employees (180-day waiting period for long term and 60-day waiting period for short term).
- ◆ **Holidays** – Nine holidays, plus 24 hours personal holiday per year.
- ◆ **Vacation Leave** – 0-2 years/10 days per year, 3-4 years/15 days per year, 5-8 years/17 days per year, 9-14 years/19 days per year, 15+ years/20 days per year, 320-hour cap with one cash out option annually.
- ◆ **Sick Leave** – 8 hours per month, 500-hour cap with cash out option.
- ◆ **Several District-owned condos** available for rent by District employees, subject to availability.
- ◆ **Employee Home Purchase Assistance Program** for District employees.



THE IDEAL CANDIDATE

The ideal candidate will have a collaborative approach to supervision and foster open communication with staff at all levels. They value a respectful, inclusive workplace and recognize the strength that diversity brings to a team environment.

This individual is a positive, motivated, and self-directed problem solver with strong leadership skills who leads by example, actively participates in plant operations alongside their team, and supports staff development. They bring solid technical knowledge of water treatment operations and a strong commitment to regulatory compliance, safety, and operational excellence.

The successful candidate is detail-oriented, adaptable, and dependable, with the ability to analyze data, troubleshoot issues, and respond effectively to changing conditions and emergencies.

At a minimum, the selected candidate should have the following qualifications:

- **Education:** Graduation from high school or equivalent.
- **Experience:** Five years of water treatment experience, including at least one year while in possession of a State of California Water Resources Control Board (SWRCB) Water Treatment Operator Grade T3 certification or higher. One year of supervisory or lead plant operator experience (equivalent to the District's Water Treatment Plant Operator III) is required.
- **Certification:** Possession and continued maintenance of a SWRCB Water Treatment Operator Grade T3 certificate is required at the time of appointment. A SWRCB Water Distribution Operator Grade D2 certificate must be obtained within 12 months of appointment and maintained thereafter. A SWRCB Water Distribution Operator Grade D3 certificate is desirable.
- **Driver License:** Possession at time of appointment and continued maintenance of a valid California Class C Driver License, or equivalent. Proof of a driving record free of multiple or serious traffic violations or accidents for two consecutive years.

THE SELECTION PROCESS

Depending upon the number of applicants meeting the filing requirements and minimum qualifications, applicants may be scheduled for one or more of the following processes listed below:

- ◆ Application Review (Upon receipt, applications are screened according to the minimum qualifications/standards outlined previously, with the most qualified applicants being recommended to the Operations Department.)
- ◆ Performance Examination* (A job-related performance examination.)
- ◆ Oral Examination* (Candidates are asked structured questions and must respond orally to allow the interview panel to evaluate the specific qualifications of each applicant.)



Applicants must submit a complete and current Employment Application to qualify for consideration. In addition, the District will verify a candidate's employment history, education, certification, licenses, training, and other information contained in the Employment Application, including any other materials submitted by an applicant with their application packet. An offer of employment will be conditioned upon legal ability to work in the United States, passing an occupational medical examination, and verification of a candidate's employment information as noted directly above.

HOW TO APPLY AND REQUIRED APPLICATION MATERIALS

- ◆ Mammoth Community Water District Employment Application (must be complete and current) and copy of a Water Treatment Operator T3 certification (or above).
- ◆ The application and application materials are to be **submitted by email only** to applications@mcwd.dst.ca.us. Applications via U.S. Mail, in person to the District, or fax will not be accepted. **Resumes are not accepted in lieu of an application**, although candidates are encouraged to attach resumes containing additional qualifying information if applicable.
- ◆ Date Reopened: Tuesday, August 25, 2026
- ◆ APPLICATION DEADLINE: Open Until Filled | First Review: September 22, 2026

Immediate and future vacancies may be filled from this eligible list for a period of up to six months.

Mammoth Community Water District

Personnel Services Department

Post Office Box 597 | 1315 Meridian Boulevard, Mammoth Lakes CA 93546-0597

For application information, call (760) 934-2596, extension 226

Website <http://www.mcwd.dst.ca.us/employment>

*Should you feel you need special accommodations for this examination due to a qualifying disability, please contact Personnel Services Department at (760) 934-2596, ext. 226, at least five days prior to your examination.

WATER TREATMENT CHIEF PLANT OPERATOR

DEFINITION

Under general direction of the Water and Wastewater Operations Superintendent, the Water Treatment Chief Plant Operator plans, organizes, monitors, operates, and adjusts water treatment plant equipment; performs standard chemical tests; maintains operating records; performs routine equipment maintenance; trains operators; and is responsible for the daily operation and maintenance activities associated with the District's surface water and groundwater treatment facilities.

SUPERVISION RECEIVED/EXERCISED

Receives general supervision from the Water and Wastewater Operations Superintendent. Exercises supervision over the Water Treatment Division staff.

DISTINGUISHING CHARACTERISTICS

This is an experienced working level classification performing the full range of water treatment duties. The Water Treatment Chief Plant Operator is responsible for the, daily operation of the District's surface water and groundwater treatment facilities and associated water distribution systems, and ensures compliance with water quality monitoring and regulatory requirements. Incumbent works with minimal supervision and provides supervision to personnel working in the Water Treatment Division. This is a Confidential classification which means that an incumbent is privy to decisions of District management affecting employer-employee relations.

EXAMPLES OF IMPORTANT AND ESSENTIAL DUTIES (These duties are a representative sample; and include, but may not be limited to, the following.)

Monitors the operations of the District's surface water and groundwater treatment facilities for proper and safe functioning.

Monitors the surface and groundwater management operations for proper functioning to meet regulatory guidelines.

Makes necessary system adjustments to maintain proper operating conditions.

Performs and assigns a variety of maintenance tasks at District water treatment plants and water management facilities.

Operates automatic and manually controlled equipment, motors, and pumps used in water treatment plants.

Operates a fixed overhead crane for lifting canisters and heavy objects.

Operates forklift or scissor lift for lifting and moving chlorine canisters and supplies.

Operates well sampling equipment.

Operates over-snow vehicles.

Performs snow removal for facility access.

Inspects pumps, motors, valves, filters, meters, and related plant equipment, performs preventive maintenance and repairs.

Regulates and controls the amount of chemicals used to maintain specified water treatment requirements.

Collects samples at specified times, performs standardized quality control tests, and adjusts chemical feeders and other plant equipment according to results.

Analyzes influent and effluent conditions based on meter and chart readings to determine proper operation of treatment.

Makes regular assessments of water flow, turbidity, pressure, chemical use, residuals, temperatures, and other pertinent data to maintain proper plant operating conditions.

Observes pumping equipment to identify possible problems and operating difficulties.

Changes chlorine cylinders, using proper safety protocols.

Inspects, maintains, and cleans filters.

Operates automated control systems, including programmable logic controllers (PLCs), computers, and the Supervisory Control and Data Acquisition (SCADA) system.

Downloads and records required readings as needed.

Operates a vehicle to travel to treatment plants and water management facilities for inspection and maintenance work.

Maintains logs, records, and data systems for required plant reports.

Inputs data into computer system and generates plant operations reports.

Receives delivered materials, records shipments, and stores items.

Assists crew members in troubleshooting equipment and operational issues and provides technical direction.

Provides supervision, training, and performance evaluations for personnel involved in water treatment operations and maintenance.

Prepares written reports for submittal to regulatory agencies.

Develops a budget and controls costs.

Respond to emergency call backs; assists other departments during times of emergency.

Available evenings, weekends, and holidays on a rotational basis.

Performs duties of a similar nature and level as necessary.

KNOWLEDGE, SKILLS, AND ABILITIES

Knowledge of:

- Methods, materials, procedures, and equipment used in water treatment plant operations and maintenance work.
- Organization and assignment of projects, assignments, and preventative maintenance practices.
- Principles of chemistry, biology, and physical characteristics and properties of water.
- Hazardous Materials Control standards related to the proper storage and handling of chemical agents and reagents.
- Electrical and electronic principles related to power distribution, programmable logic controllers (PLCs), and Supervisory Control and Data Acquisition (SCADA) process instrumentation, including software applications data uses, retrieval, and usage of information used in reports.
- Varied SCADA programming techniques in order to trouble-shoot problems, and update existing applications, and to minimize downtime, and reporting practices.
- Basic arithmetic, including calculating proportions, percentages, decimals, and measuring concentrations.
- Water sampling methods.
- Laboratory analysis procedures.
- Word processing, spreadsheet, and other software application programs.
- Water treatment methods, principles, and practices.

- Methods and precautions for handling and storing potentially hazardous chemicals.
- Standard water quality tests.
- Operation and maintenance of pumping equipment.
- Plant measurement and recording equipment.
- District policies and procedures.
- Basic principles of training, leadership, and supervision.
- Principles of budget development and expenditure control.
- Proper work safety standards.
- Drinking water regulatory sampling and reporting requirements.

Skill to:

- Drive a vehicle and other equipment safely.
- Diagnose and correct a variety of operating problems.
- Operate automatic plant control systems.
- Read and interpret plant piping and distribution diagrams.

Ability to:

- Perform a wide variety of maintenance work at water treatment plants and associated facilities.
- Read plant measurement and recording equipment, interpret results to adjust plant operations.
- Use proper safety precautions in working with plant chemicals.
- Perform sample collection and standard water quality tests.
- Maintain and update plant records and logs.
- Follow oral and written instructions.
- Deal tactfully and courteously with the public.

- Establish and maintain cooperative working relationships with staff and regulators.
- Provide supervision to crew members.
- Assist in training of department crew members.
- Prepare and provide written and oral reports.
- Maintain a basic knowledge of District facilities to properly respond to emergency call backs.

MINIMUM QUALIFICATIONS

Education

High school diploma or equivalent is required.

AND

Experience

Five years of water treatment experience, which includes one year while in possession of a State of California Water Resources Control Board (SWRCB) Water Treatment Operator Grade T3 certification or higher. One year of supervisory or lead plant operator experience (equivalent to the District's Water Treatment Plant Operator III) is required.

AND

Certification

Possession and continued maintenance of an SWRCB Water Treatment Operator Grade T3 certificate at time of appointment to the position.

Possession and continued maintenance of an SWRCB Water Distribution Operator Grade D2 certificate within 12 months of appointment to the position.

Special Requirements

Possession and continued maintenance of a California Class C Driver License, or equivalent, is required.

Possession and proof of a driving record free of multiple or serious traffic violations or accidents for two consecutive years is required at time of application or appointment.

Perform scheduled standby duty, respond to emergency call backs, and assist other departments during times of emergency.

Comply with Cal/OSHA safety standards for wearing a respirator or approved face mask and confined space entry requirements.

Original: 09/01/2009
Revised: 03/24/2026