



Hi-Desert Water District Classification Specification

Job Title: Lead Collection System Technician

Job Grade: 12

FLSA Status: Non-Exempt

Date: January 2026

JOB SUMMARY

Under direction of the Chief Plant Operator, provides lead direction and work instruction to an assigned crew of collection system workers. Troubleshoots, prioritizes, and resolves maintenance and repair problems; performs the full range of work in support of all District wastewater collection system installation, inspection, preventive and corrective maintenance, and repair activities, including heavy equipment operation and mechanical repair activities for stationary and mobile equipment; and performs other duties as assigned.

SUPERVISION RECEIVED AND EXERCISED:

Receives direction from the Chief Plant Operator and higher-level management staff. Exercises technical and functional direction over assigned crew workers.

CLASS CHARACTERISTICS:

Work involves responsibility for performing as a working leader of a crew of workers engaged in unskilled, semi-skilled, and skilled tasks in support of the District wastewater collection system installation, maintenance, inspection, condition assessment and repair. Incumbents regularly work on tasks that are varied and complex, requiring considerable discretion and independent judgement. Incumbents in this position rely on experience and judgement to ensure quality preventive and corrective maintenance services. The work involves problem-solving of unique issues or increasingly complex problems without precedent and/or structure. Assignments are given with general guidelines and incumbents are responsible for establishing objectives, timelines, and methods to complete the work.

ESSENTIAL FUNCTIONS

*The duties shown are done to differing levels of complexity and under differing level of supervision depending upon the experience, and training of the incumbent. Higher levels of the collection system class are expected to completely and independently undertake the duties listed, while lower levels may be assigned less complex tasks and require instruction and assistance, or may singly accomplish only a portion of a listed activity. Class specifications are only intended to present a description summary of the range of duties and responsibilities associated with specified positions. Therefore, specifications **may not include** all duties performed by individuals within a classification.*

- Operates District vehicles and equipment.

- Provides lead direction and training to assigned crew members; ensures proper training; evaluates work of crew members for completeness and quality.
- Troubleshoots problems in the wastewater collection system, including stationary and mobile mechanical and electrical equipment; estimates materials and supplies required and performs skilled repair work.
- Notifies Chief Plant Operator of the need for repair or additional maintenance as found during routine inspection and cleaning activities; prepares work orders or notes service requirements.
- Inspects underground wastewater collection pipes, lateral connections, and associated appurtenances to locate leaks, breaks, infiltration, and buildup of dirt, debris, roots, and other materials on a scheduled preventive maintenance basis.
- Checks job sites for potential hazards; reads blueprints and plans; determines precautions necessary for safe operations.
- Installs, maintains, and repairs wastewater collection main and lateral service connections.
- Operates hydro-cleaning, rodding and/or vactor truck to clean and flush sewer lines on a scheduled or emergency basis.
- Operates a District work truck, driving to collection facilities for inspection and maintenance work.
- Installs and cleans manholes, clean-outs, and other drainage facilities.
- Services and maintains mobile equipment in a clean and orderly condition; makes minor repairs as needed.
- Responds to customer complaints and emergency calls for service; uses inspection equipment to identify causes; and assists in mitigating overflow spills and damage as required.
- Sets up traffic control and safety equipment when using vehicles on a street or other roadway; uses safety equipment and observes all safety procedures as specified by the District.
- Ensures that adequate materials and supplies are available for maintenance and repair work.
- Maintains accurate records of work performed.
- Contacts the public to inform them of activities; explains applicable rules and regulations.
- Marks the location of underground wastewater lines in response to Underground Service Alert requests.
- May assist Plant Operators in the maintenance of wastewater treatment facilities.
- May maintain external premises including weeding, painting, basic carpentry and other tasks as assigned.
- Practices and ensures adherence to District and OSHA safety procedures and requirements.
- Always be on the lookout for unsafe conditions, correct immediately or report.
- May be assigned to special projects for extended periods of time, depending upon the needs of the District.
- Participates in training programs.
- Performs other related duties as assigned.

JOB SPECIFICATIONS

Knowledge of:

- Principles and practices of lead direction and training.
- Principles, practices, tools, equipment, and supplies used in the maintenance and repair of wastewater collection systems, including underground wastewater collection lines.
- Operational characteristics of, and safety requirements for, the operation and transportation of heavy construction equipment used in the maintenance and construction of wastewater collection systems and related facilities.
- Basic principles, practices and skill required to service and repair stationary and mobile equipment.
- Safety practices related to work, including confined space entry.
- Basic mechanical, electrical, and hydraulic principles.
- Basic operational and maintenance practices of electrical motors, pumps, and circuitry.
- Methods and techniques of operating heavy equipment including safety principles.
- Applicable laws, codes, regulations and policy and procedures.
- Basic arithmetic.
- Principles and practices of record keeping.
- Modern office practices, methods, and computer equipment and applications related to the work.
- Correct application and usage of the English language, including spelling, grammar and punctuation.
- Techniques for providing a high level of customer service by effectively dealing with the public, and District staff.

Skills and Abilities:

- Plan, assign and review the work of assigned crew members.
- Perform skilled work in the maintenance and repair of the District's wastewater collection system and equipment.
- Respond effectively to emergency situations and troubleshoot such situations.
- Recognizing and correcting or reporting unusual, inefficient or unsafe operating conditions.
- Interpret and explain laws, regulations, policies and procedures.
- Read maps, manuals, and specifications.
- Safely use hand and power tools related to the work and drive and operate all District vehicles including dump truck, backhoe, and vactor equipment.
- Prioritize own work and use independent judgement within procedural guidelines.
- Maintaining accurate records of work performed.
- Using, properly maintaining, and ensuring the security of District-owned equipment that may be provided to assist in the performance of assigned duties.
- Understanding and following oral and written directions.
- Establishing and maintaining professional and effective working relationships with those contacted in the course of the work and providing excellent customer service.
- Read and write at a level required for successful job performance.
- Perform strenuous, manual labor often exposed to inclement weather conditions.

PHYSICAL, MENTAL AND ENVIRONMENTAL WORKING CONDITIONS

The essential functions of this position may require the employee to perform the following physical activities. Some of these requirements may be accommodated for otherwise qualified individuals requiring and requesting such accommodations.

Physical Demands

- Stands and walks for extended time periods.
- Must be able to frequently carry, push, pull, reach, and lift equipment and parts weighing up to 100 pounds.
- Frequently stoops, kneels, crouches, crawls, and climbs throughout the course of the day.
- Walks, stands and crouches on narrow, slippery, or erratically moving surfaces, or uneven terrain.
- Works in an environment with exposure to dust, dirt, and significant temperature changes between cold and heat.
- Works in confined spaces; at heights, such as ladders or on a tank, and around raw sewage.
- Exposure to various vapors and/or airborne particles from powder and liquid chemicals; strong fumes; and unpleasant odors.
- Exposure to loud sounds from equipment.
- Communicates orally with District staff in face-to-face, one-to-one, and group settings.
- Utilizes cellular telephones and mobile radios to communicate.
- Uses office equipment such as computer terminals, copiers, and FAX machines.
- Hearing and vision within normal ranges with or without correction.

QUALIFICATIONS

Education, Training and/or Previous Work Experience

Any combination of experience and training that would provide the knowledge and abilities to perform the position is qualifying. A typical way to obtain the required knowledge and abilities would include the following:

- High school diploma or equivalent.
- Pass FIT and SCBA testing requirements of Respiratory Protection Program.
- One (1) year of experience as a Collection System Technician 3 with the District or three (3) years of semi-skilled to skilled maintenance experience in wastewater collection systems at a level equivalent to that of a Collection System Technician 3 with HDWD.

License / Certificate:

In addition to the qualifications above, the Lead Collection System Technician must possess a valid California Class A Driver's License and maintain a satisfactory driving record.

Possession of a California Water Environment Association Grade III or higher Wastewater Collection System certificate is highly desirable.

Other requirements:

- Completion of and satisfactory results of pre-employment drug and alcohol test; physical examination (including x-ray) indicating fitness for duty; DMV record review; and background investigation.
- The Lead Collection System Technician position is a Federally regulated DOT position subject to the District's Drug Prevention and Employee Testing Program which is conducted in accordance with Title 49 CFR Part 40.