

Worcester County Job Opportunities

DEPARTMENT: DEPARTMENT OF PUBLIC WORKS – WATER AND WASTEWATER

JOB TITLE: CHIEF PLANT OPERATOR

COMPENSATION: NON-CLASSIFIED \$65,000 TO \$85,000*
* SALARY MAY BE HIGHER BASED ON QUALIFICATIONS

WORK LOCATION: WORCESTER COUNTY GOVERNMENT, DEPARTMENT OF PUBLIC WORKS,
11401 GRAYS CORNER RD, BERLIN MD. 21811 (RIDDLE WASTEWATER
TREATMENT PLANT)

WORK SCHEDULE: MONDAY TO FRIDAY, 7:30AM TO 4:00PM, AND OTHER HOURS AS NEEDED

APPLICATION PERIOD: UNTIL FILLED

JOB SUMMARY: Under general supervision of the WW Superintendent, the Chief Plant Operator participates in, supervises, coordinates, and directs the operation, maintenance, and inspection of advanced wastewater treatment plants, pump stations, and other related facilities and system components. This position will have at least 4 direct reports.

GENERAL REQUIREMENTS:

- Successfully pass pre-employment background check
- Successfully pass pre-employment physical examination
- Safety sensitive position requiring drug and alcohol testing
- Essential personnel subject to emergency call-back with little or no notice to include evening and weekend work if needed
- Possession of a valid driver's license and motor vehicle history with less than 4 points (Maryland equivalent)
- Ability to work days, evenings, weekends, and holidays as needed

ESSENTIAL JOB DUTIES AND RESPONSIBILITIES:

- Plans and supervises the work of personnel in the operation and maintenance of advanced wastewater treatment plants.
- Supervises, directs and trains personnel in the testing of wastewater samples, repair and maintenance of pumping, treatment plant equipment, and facilities;
- Supervises wet well cleaning crews, and confined space entry team;
- Provides technical assistance to plant operators and trainees;
- Documents and maintains records of plant operations;
- Reviews and operates within budget. Cost codes and tracks purchases;
- Prepares various reports for use by the County, State and other agencies;
- Ensures that treatment plants are in compliance with all County, State and Federal requirements;
- Develops and conducts various safety related training programs;
- Participates in training programs and ensures staff participation;
- Operates county-owned vehicles necessary to perform various job functions;
- Learns new technology as necessary
- Completes assigned tasks accurately and by established deadlines
- Cross trains and back up other staff as needed
- Establishes and maintains harmonious working relationships with co-workers, elected or appointed officials, vendors, and the public using tact, discretion, sound judgment, and professionalism

- Oversees and complies with safety programs, procedures training, fire drills, COOP plans, etc., and works safely
- Ensures confidentiality of information and records and complies with record retention schedule;
- Adheres to and enforces the Worcester County Government Personnel Rules & Regulations;
- Performs other related duties as directed by the Water and Wastewater Superintendent

QUALIFICATIONS AND SKILLS:

- High school graduate or GED plus 6 years experience in the operation and maintenance of water and wastewater treatment plants; Additional education in engineering, management, or related field may be substituted on a year-for-year basis up to a maximum of two (2) years for the required experience;
- Must have a Maryland State 5A wastewater license. Must obtain a wastewater 5A superintendent license at the first available class;
- Thorough knowledge of the principles and practices of wastewater pumping and treatment;
- Skill in the operation, maintenance, and repair of wastewater treatment plants, pump stations, and related system components; and the principals and practices of water sampling and testing;
- Above-average written and oral communication skills to accomplish job assignments, lead & instruct others, keep records and logs, complete written forms & reports and to communicate effectively with the public, apply acquired knowledge to increasingly complex tasks, train on equipment and machinery of higher complexity.
- Ability to perform duties independently and as part of a team and to complete assigned tasks by established deadlines;
- Class B commercial license is preferred but not required;
- Skid steer, forklift, and backhoe experience preferred;
- Ability to perform moderate to heavy physical labor tasks including bending, stooping, lifting and carrying heavy objects, operation of power tools.

Known Hazards:

Heavy Work; Constant viewing and lifting over 10lbs; Frequent talking, hearing, carrying, pushing, pulling, lifting and moving of objects over 25lbs; Occasionally over 50lbs. Known hazards include risks associated with impacts, heat, chemicals, and sharp objects.

Worcester County Government Benefits Information

Worcester County Government offers its employees a comprehensive benefits package, including medical, dental, and vision insurance, paid time off, holidays, retirement plans, and much more! To learn more details about our full range of benefits, please view our Benefits Guide at <https://www.jobs.worcestermd.gov>.

Paid Time Off

Full time employees can accrue up to 248 hours of paid time off in the first year of employment starting on the first full pay period. This includes up to 80 hours of vacation, up to 120 hours of sick, and up to 48 hours of personal leave. The accrual for vacation increases after 6 years and 11 years. Unused vacation and sick leave can be rolled over annually as outlined in the policy details. Full time employees are granted 14 paid holidays in calendar year 2025.

Medical Benefits

Full time employees are eligible for medical, dental, vision, flexible spending account(s), and AFLAC voluntary plans on the first day of the month after date of hire. Please visit our on-line Benefits Guide at the link above for additional details about the plans, co-pays, and premiums.

Full time employees are eligible for county paid life insurance and long-term disability insurance on the first day of the month following six months of employment.

Retirement

All employees budgeted for 500 hours, or more will automatically participate in Maryland State Retirement effective on the date of hire, if not already retired from a Maryland State Retirement system. All employees are eligible to participate in a deferred compensation plan that offers pre-tax and ROTH contribution options. The county provides a \$1 for \$1 match of employee's contributions up to a maximum of \$1,000 per fiscal year as outlined in the plan documents.

Part Time Employees

Part time employees are eligible to participate in the deferred compensation plan on the first day of the month after date of hire. Part time employees are eligible to earn 1 hour for every 30 hours worked of sick leave (up to 64 hours). Sick leave can be taken after a 106-day waiting period.

Extras for All Employees

All employees are eligible to use the Fitness Room at the Worcester County Recreation Center at no cost. All employees have access to an Employee Assistance Program that provides telephone consultations and up to 3 face-to-face visits per year. All employees are eligible for SECU credit union membership.

For more information, please view our Benefits Guide at <https://www.jobs.worcestermd.gov> or call Human Resources at 410-632-0090.