



WATER AND LIGHT FOREPERSON POSITION DESCRIPTION

Statement of Duties:

Water & Light Foreperson oversees operations of the Water & Light Department under the Municipal Services Director. This includes general management, leadership and in depth knowledge of the operations within the Water & Light Department.

Distinguishing Features of the Position:

This position requires flexibility in skill sets, job assignment and applied time. This position reports to the Municipal Services Director and may have to assume part of the Director's position for Water and Light operations in the Director's absence. This position is hourly and non-represented.

Examples of work (illustrative only):

Leadership:

- Lead with integrity and honesty at all times.
- Follows city rules and policies at all times.
- Work collaboratively with other city departments and with the department personnel to achieve productivity targets.

Safety:

- Attend safety trainings and meetings provided by MEUW, regional organizations or the City of Evansville.
- Instruct staff and enforce the proper use of safety equipment for all duties of the job.
- See that damaged or broken equipment is reported, repaired or destroyed and replaced promptly.
- Recognize unsafe working conditions: an unsafe job site and/or unsafe weather conditions.
- Follows all safety protocols and procedures recognized by the MEUW Safety Manual and/or adopted by the Municipal Services Department.

Compliance:

- Assist or directly maintain assigned certification or accreditation status within Water & Light.
- Keep utilities in regulatory compliance at all times.

Manage Employees:

- Ensure that a safe work environment is maintained at all times by monitoring equipment, workplace and behavior.

- Prepare and monitor day-to-day work schedules and record keeping for operations and maintenance.
- The Line Foreperson is a “working foreperson” they will supervise, educate and assist employees in operations, maintenance, and construction of the Water & Light utility including overhead lines, underground lines, transformers, metering, water treatment, and water storage and distribution.
- See that all employees have and properly use safety equipment and training.
- Conduct annual performance reviews.
- Provide a positive and productive work environment for staff who are treated fair and held accountable when needed.

Manage Projects and Operations:

- Liaison between Water & Light and other utilities, including phone, cable, gas, and Department of Public Works. Work with contractors, developers and vendors to ensure expected quality standards and timeline are met.
- Maintain records on hours, materials and expenses for all work performed.
- Collaborate with staff in charge of accounts receivable billing and inventory.
- Be available to address concerns of public regarding projects.
- Continuously work to improve service quality, system reliability and process improvements.
- Demonstrate initiative and resourcefulness in analyzing and resolving problems related to department operations.
- Implement and carry out preventive and predictive maintenance activities to increase uptime (i.e. Urban rebuild, tree-trimming program, valve monitoring program, water testing).
- Seek opportunities to increase own knowledge of industry best practices and forward-looking technologies.

Miscellaneous:

- Maintain and enhance positive relationships beyond the department.
- Foster a service oriented culture with customers.
- Maintain positive collaborative relationships with vendors and contractors to ensure maximum productivity.
- Investigate and resolve or report to the Director on customer complaints.
- Cause to be complete product inventory as directed by the Municipal Services Director.
- Perform additional duties as may be directed including on-call duty.

Required Knowledge, Skills, and Abilities:

- Must have journey-level electric line worker certification.
- General knowledge of water and electric utility operations, including advanced metering initiative (AMI).
- Ability to read and understand blueprints, maps and staking sheets.
- Knowledge of basic electronics.
- Skilled in communication and mathematics.

- Knowledge of proper and safe operations of equipment used at Evansville Water & Light including, but not limited to, the following: bucket trucks, digger-derrick trucks, trailers, trenchers, backhoes, fault-finding equipment, test equipment, personal protection equipment, and computers.
- Ability to use small tools, including power tools.
- Ability to climb poles utilizing hooks and belt.
- Ability to manipulate stairs and ladders.
- Knowledge of regulatory agencies: OSHA, PSC, DWD, DOT and DNR.
- Must have commercial driver's license (CDL).
- Ability to exercise good professional judgment.
- Completed training, continuing education and knowledge in CPR, AED operations and first-aid.

Work Environment:

Working outside in the elements such as heat, cold, rain and sun. Potential for high levels of pollen, dust and other irritants typical with outdoor conditions and large maintenance garages. Potential to work at night running snow plows during blizzard like conditions. Standing, walking, working and driving around or within moving traffic. Working in a large maintenance shop with running equipment, loud noise, and hazardous or flammable chemicals. Work in confined spaces including but not limited to well or pump house, catch basins, excavation sites and the water tower. Working in an elevated or hoisted position on a pole, ladder or boom/bucket truck. Working with and around potentially dangerous electrical currents.

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 use hands and arms. The employee is regularly required to climb or balance; stoop, kneel, crouch, or crawl. The employee is required to walk, sit, and talk or hear. The employee may be required to lift, pull and/or move 50 pounds for extended periods. Must occasionally lift, pull and/or move 100 pounds with mechanical and/or physical assistance. Specific vision abilities required by this job include close vision, color vision, and the ability to adjust focus. Must be capable of periodic heavy stretching and pulling for extended periods of time.

Selection guidelines:

Formal applications, rating of education and experience, or an interview and reference check. Job related tests may be required.

Compensation:

The City of Evansville's Pay Philosophy categorizes this position in an Electric Pay Scale grade of 14.

Water and Light Foreperson Position Description

The duties listed above are intended only as illustrations of the various types of work that may be performed. The omission of specific statements of duties does not exclude them from the position if the work is similar, related, or a logical assignment to the position.

The position description of the Water & Light Foreperson does not constitute an employment agreement between the employer and employee and is subject to change by the employer as the needs of the employer and requirements of the job change. No individual City official has authority to enter into an oral or written promise or contract of employment with any individual or group of employees. Any employment contract must be approved by a majority of the Common Council.

Reviewed by Municipal Services Committee 1/27/2015, 07/24/2023

Approved by Finance & Labor Relations Committee 2/05/2015. Revised by Finance & Labor Relations Committee 01/03/2019 and 08/03/2023