



Plant Operator Trainee

Washington County offers a full compensation package that reflects how much we value our employees. Please take a look at what you can expect to earn as a **Plant Operator Trainee** during your first year as a full time Employee with Washington County Government:

- ✓ **Sixty (60) Paid Personal Hours**
- ✓ **Eighty (80) Paid Vacation Hours**
- ✓ **Fourteen (14) Paid Holidays**
- ✓ **One Hundred & Twenty (120) Paid Sick Hours**
- ✓ **County and Employee funded Healthcare including Health, Prescription, Dental and Vision Coverage**
- ✓ **County Paid Employee Assistance Plan**
- ✓ **County Paid Life Insurance**
- ✓ **County Paid Accidental Death and Dismemberment Insurance**
- ✓ **County Paid Short Term Disability Insurance**
- ✓ **County Paid Long Term Disability Insurance**
- ✓ **Up to \$2,500.00 Annual Tuition Reimbursement Assistance**
- ✓ **County and Employee funded Defined Pension Plan**
 - **Vested in just five (5) years.**
 - **Credit for Prior Active Military Service and Unused Paid Sick Days.**
- ✓ **An Annual minimum Salary of \$45,261.0 starting..**

If our **Plant Operator Trainee** comprehensive compensation package interests you, please continue reading through our job posting to learn more about the position's duties, responsibilities, prerequisites, etc. and apply online today.



JOB TITLE:	Plant Operator / Trainee – Wastewater / Water Treatment	GRADE	7
DEPARTMENT:	Water Quality	FLSA STATUS:	Non-Exempt
REPORTS TO:	Treatment Plant Superintendent		

GENERAL RESPONSIBILITIES:

Responsible for assisting in the performance of general operational and maintenance duties as related to water and wastewater treatment plants. Daily and weekly job duties depend upon assignment area and require strict adherence to prescribed safety standards. Work is on a shift basis including weekends so as to control plant operations and maintain grounds and equipment. Employee receives supervision from the Treatment Plant Superintendent

ESSENTIAL TASKS:

(These are intended only as illustrations of the various types of work performed. The omission of specific duties does not exclude them from the position if the work is similar, related, or a logical assignment to the position.)

1. Performs general operational tasks and routine process control testing.
2. Assist in making process control change decisions to maintain compliance with discharge monitoring permit limitations within preset limitations for learning purposes.
3. Assist in performing process control testing as instructed by the Treatment Plant Superintendents or Senior Plant Operator in the Treatment Plant Superintendents absence. Testing includes but is not limited: COD, suspended solids, ammonia, CO₂, D.O., pH, turbidities, chlorine, hardness, alkalinity, iron and Acid/Alkalinity.
4. Assist in evaluating and troubleshooting process controls and/or equipment failure problems as a learning process.
5. Advise the Treatment Plant Superintendent or Senior Plant Operator in the Treatment Plant Superintendent absence when materials, chemicals and supplies for plant operations need to be ordered.
6. Enter Monthly Operating Reports data into the computer.
7. Advise the Treatment Plant Superintendent or Senior Plant Operator in the Treatment Plant Superintendent absence of abnormal plant conditions.
8. Respond to emergency call-outs after normal working hours.
9. Assist in the inspection of bearings, valves, seals, filters, pumps and motors and other mechanical and electrical equipment; lubricates, makes repairs, arranges for repair and replaces as necessary.
10. Obtain and record equipment readings and materials processed readings.
11. Complete required daily testing for plant. Record all test results in the appropriate forms.
12. Assists in obtaining various samples at various stages and performs routine tests in the field and in the laboratory as required by State and Federal agencies and for proper operations of treatment plant(s).
13. Perform routine daily preventive maintenance - check oil levels and grease equipment.
14. Assist in performing weekly and monthly maintenance as required by plant operation and maintenance manuals for each piece of equipment.
15. Assist in maintaining equipment maintenance records. Inspect safety equipment monthly.
16. Assist in performing minor equipment repairs.
17. Change flow charts. Read Meters. Flush hydrants and exercise valves.
18. Enforce Safety rules and regulations as adopted by the Department of Water Quality. Attend Safety training courses and seminars.

19. Maintains appearance of all buildings, equipment and grounds in a neat and orderly fashion. This includes performing custodial duties, cutting grass and painting both buildings and equipment.
20. Attend certification classes and take college classes to enhance job knowledge and keep updated on regulation changes.
21. Assists collections, maintenance and distributions as required or assigned.
22. Performs related work as required.

KNOWLEDGE, SKILLS AND ABILITIES:

1. Ability to learn technology and operate equipment associated with the treatment facility.
2. Ability to learn skilled work in the operational and maintenance activities of wastewater and water treatment facilities.
3. Knowledge of fundamental math.

EDUCATION AND EXPERIENCE:

1. High School graduate.
2. Maintenance, laboratory, plumbing and/or electrical experience preferred.

A comparable amount of training and experience may be substituted for the minimum qualifications.

PHYSICAL REQUIREMENTS:

Must have the use of sensory skills as normally defined by the ability to see, read, talk, hear, handle or feel objects and controls. Must possess the ability to effectively communicate and interact with other employees and the public through the use of the telephone and personal contact. Physical capability to effectively use and operate various items of related equipment, such as, but not limited to basic hand tools, personal computer, calculator, copier, and fax machine. Must be able to withstand significant standing, walking, moving, climbing, carrying, bending, kneeling, crawling, reaching, and handling, pushing, and pulling. Must be able to lift 100 lbs. Worker is subject to atmospheric conditions, such as odors, noise, inside and outside environmental conditions.

SPECIAL REQUIREMENTS:

Applicant must possess a valid driver's license and be able to obtain the required Maryland Operator Certification within four years of employment.

1. Progression to Plant Operator (Grade 9) upon passing Maryland Class 5,5A Wastewater or Class 4 Water exam.
2. Must obtain any other applicable certifications.
3. Willingness to take part in progressive training that requires the applicant to work at multiple facilities.
4. Position is considered an essential employee.

Reasonable accommodations may be made to enable individuals with disabilities to perform the essential tasks.

Revised: 12/17, 12/2018, 12/20/19, 4/2021

Easy Ways to Apply:

1. Visit our website at <https://www.washco-md.net/jobs/>
or
2. Complete and email an Application to HR@washco-md.net
or
3. Complete and mail Application to:
**Washington County Human Resources Department,
100 W. Washington Street, Room 2300,
Hagerstown, Maryland 21740**

Washington County is an Equal Opportunity Employer. Individuals requiring special accommodations or assistance are requested to contact the Human Resources Department at 240-313-2350, Voice or TDD (D/HH use 711) M/F/H/V.

**DEADLINE FOR FILING APPLICATIONS WITH HUMAN RESOURCES:
Wednesday, November 12th, 2025 @ 4:00pm**