CITY OF RICHLAND

CLASSIFICATION TITLE:	JOB #	AFFILIATION:
CONSTRUCTION & MAINTENANCE WORKER II	JP-0093	Affiliated (IUOE)
REPORTS TO:	**PAY GRADE:**	**FLSA STATUS:**
PARKS & FACILTIES SUPERVISOR OR DESIGNEE	Per CBA	Non-Exempt

GENERAL SUMMARY:

Under the direction of the assigned supervisor or designee, performs a variety of skilled tasks in the construction and maintenance of City parks, grounds and facilities; performs all essential job functions of the Construction & Maintenance Worker I and Laborer, and must work with others in areas outside of one's primary specialties, to include skilled cross training to others. Subject to after-hours and weekend work as assigned.

ESSENTIAL JOB FUNCTIONS:

Duties listed are representative of the types of tasks and functions performed by positions of this class of work. Percentage of time and rank of importance of duties are not listed since both will vary by position and work location. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

- Reports job status, field, facility and equipment conditions, and observed safety issues to the supervisor or assigned designee.
- Operates all equipment and tools necessary to complete assigned tasks.
- Participates in all facets of the maintenance repair, installation, and construction of parks, athletic complexes, playgrounds, buildings, and related facilities.
- Willingness to stay current in the field and learn on the job training for other specialties.
- Prepares and maintains a variety of records and reports related to assigned work, including site plans, blueprints, as-built plans, work orders and other reports pertaining to area of specialty; submits to appropriate department and personnel as required.
- Develops schedules, inspects, diagnosis, implements and performs work relating to assigned areas of responsibility, including preventative maintenance programs and ensures an adequate inventory of spare parts and equipment to effectuate predictable repairs as the need may arise; estimates costs of maintenance and repairs, and reports estimates to supervisor or designee.

- Exercises technical and functional direction over all staff in preceding levels as needed and provides job skill training for lower job classifications.
- Performs all functions of the preceding levels and specialty functions and duties as assigned and assist with all work performed at a higher level.

SPECIALTIES ***(employees are not assigned exclusively to one area and may work in all areas as assigned).***

Arborist

- Performs specialist arborist duties such as, recommending and selecting appropriate trees to plant, identifies and recommends tree removal, removes trees as appropriate, to include identifying and removing hazardous trees or other tree hazards; performs skilled pruning, stump grinding, fertilizing, bracing, and controls insects/disease problems.
- Performs skilled operation of all equipment, to include those requiring a Class "B" CDL.

Carpentry

- Performs skilled construction, maintenance and repair to buildings, park amenities utilizing masonry, carpentry, painting, millwork and other construction skills.
- Maintains City's key system, to include making keys, installing/replacing locks.

Equipment Operator

- Performs skilled operation of all equipment, to include those requiring a Class "A" CDL.

Irrigation

- Performs skilled technical work in the design, repair, installation, maintenance and improvement of irrigation systems, valve wiring, pumps and filters to include, evaluating flow rates/velocities, pipe sizing and related requirements for new and existing irrigation systems.
- Programs and schedules irrigation controllers, repairs and replace as needed.
- Coordinates vegetation management practices across the department under the direction of a supervisor.

Plumbing and Mechanical

- Performs installation, maintenance and repair of all plumbing systems, to include, but not limited to, plumbing fixtures, overhead doors, lift stations, gates, motors and pumps in City parks, grounds, facilities and aquatic facilities.

Pesticide/Herbicide

- Performs soil testing, mixing and application of pesticides/herbicides in accordance to proper application procedures and regulations to effectively control and inhibit growth of undesirable insects and weeds on City property and vegetation management.

KNOWLEDGE, SKILLS AND ABILITIES:

Specific and realistic knowledge, skills, and abilities typically necessary to competently perform this job.

Knowledge of:

- Applicable Federal, State, and local laws, rules, codes and regulations related to assigned activities.
- Proper tools, equipment, and the procedures and practices involved in grounds, landscape and building construction and maintenance.
- Turf and plant care management best practices.
- Pool circulation systems and water chemistry.
- Construction, maintenance and repair techniques applicable in municipal properties including confined-space entry techniques and procedures, traffic work zone setup standards.
- Applicable health and safety policy, procedures and practices.

Skills and Abilities to:

- Learn, read, interpret, and apply and explain rules, regulations, policies and procedures.
- Follow oral and written instructions;
- Follow health and safety regulations.
- Observe legal and defensive driving practices.
- Operate a variety of modern office equipment and personal computers in a windows based computing environment, using standard or customized software application programs appropriate to assigned activities.
- Read blueprints and shop sketches.
- Communicate effectively both orally and in writing.
- Exercise technical and functional direction over assigned staff in preceding levels, and provide on the job training as needed.
- Organize and prioritize a variety of projects and multiple tasks in an effective and timely manner; work independently with little or no direction, set priorities and meet deadlines.
- Use tact, initiative, prudence and independent judgment within general policy and procedural guidelines.
- Establish, maintain and foster positive and effective working relationships with those contacted in the course of work.
- Provide continuous effort to improve operations and work cooperatively and jointly to provide quality customer service.

EDUCATION & EXPERIENCE REQUIREMENTS:

- High school diploma or GED.
- Must have a minimum of four (4) years of direct experience involving increasingly responsible experience in the construction and maintenance of parks, grounds and facilities and a minimum of two (2) years of professional experience in each specialty designated at the time of the posting, and an ability to demonstrate functional knowledge in both specialties. (Selection of two of the following specialties will be based on business

need for current and future specialties: Arborist, Carpentry, Equipment Operator, Irrigation, Plumbing & Mechanical or Pesticide/Herbicide.)

LICENSES, CERTIFICATIONS & OTHER REQUIREMENTS:

- Valid driver's license upon hire date.
- Valid Class "A" CDL upon hire date (Equipment Operator specialty only).
- Valid Class "B" CDL upon hire date (Arborist specialty only).
- Valid ISA Arborist Certification within six (6) months of hire date (Arborist specialty only).
- Valid Washington State Pesticide/Herbicide license upon hire date (Pesticide/Herbicide specialty only).
- Must obtain National Commission for the Certification of Crane Operators (NCCCO) "Telescopic Boom Cranes – Fixed Cab Operator" (TSS) certification within eighteen (18) months of hire and maintain through employment (Equipment Operator specialty only).
- Obtain Signal Person and Rigger Certification within eighteen (18) months of hire and maintain through employment (Equipment Operator specialty only).
- Successfully pass a background, reference check and pre-employment physical (DOT Drug/Alcohol, if applicable).

COMPETENCIES:

Foundational

- Use Technical/Functional Expertise: Displays an appropriate depth of knowledge and skills as required for the position and commensurate with the time in class. Uses technology as appropriate for the position. Seeks additional knowledge and information to continually enhance knowledge in areas of specialty.
- Be Accountable for Performance: Actively shows responsibility, reliability, and trustworthiness. Ensures work and information are complete and accurate. Admits mistakes and looks for ways to improve. Models self as dependable and reliable. Follows up with others to ensure agreements and commitments have been fulfilled. Values the importance of team and organizational success. Independently takes action to influence events, to improve own or organizational performance and to promote the goals of the organization.
- Provide Excellent Customer Service: Anticipates, assesses, and responds effectively to the needs of diverse customers, both internal and external, providing consistently excellent service that is timely, accurate, courteous, and respectful.
- Communicate Effectively: Uses verbal and written skills effectively to ensure that information is successfully shared throughout the organization. Relates well to a range of people. Shows sensitivity to the needs of others. Demonstrates ability to build rapport and facilitates mutual understanding.
- Work Safely: Knowledge and application of relevant safety requirements that apply to the specific work being done. Recognizes and mitigates safety hazards on the job. Observes

rules and regulations to comply with personal and workplace safety standards. Works to create a hazard-free, accident-free environment.

WORKING CONDITIONS:

The physical demands described below are representative of those that must be met by an employee to successfully perform the essential functions of the job. The work environment characteristics described are representative of those an employee encounters while performing the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

Environment:

- Typically performed in the field, which requires travel daily from site to site.
- The position involves work outdoors on a year round basis and is subject to extreme weather conditions.
- May be exposed to hazardous waste, including blood-borne pathogens, bio-wastes, insects, animals and other exterior hazards.
- This position requires work in construction sites, which may be dirty and strewn with construction debris.
- The noise level in the work environment is moderate to loud.
- Will be exposed to moving mechanical parts and vehicles.

Physical Demands:

- Must be able to regularly and punctually attend work at the office or other assigned locations.
- Interact with the public in a variety of situations including hostile encounters.
- Operate a motorized vehicle and equipment, which may include inclement weather conditions.
- Operate standard equipment for essential job functions and assigned tasks.
- Sit, stand, walk, bend, reach with arms and hands at or above shoulders, kneel and stretch, occasionally crawling in tight spaces, as well as the ability to climb ladders and stairs, ride on platform hoists.
- Ability to lift, push, carry and pull materials and objects weighing up to 50 lbs. on a routine basis and up to 90 lbs. as needed using proper lifting techniques.
- Manual dexterity of hands and fingers to include repetitive grasping and reaching.
- Good vision to read print and a computer screen.
- Ability to hear and speak to communicate in person and over the telephone.

SELECTION GUIDELINES:

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 job classification description does not constitute an employment agreement between the City of Richland and employee and is subject to change by the City as the needs of the City and requirements of the job change.

AUTHORIZATIONS: ***(For Archive)***

Kari Paulsen 7/1/2026

Human Resources Director **Date**

7-6-2026

Department Director **Date**

7/7/2026

City Manager or Authorized Designee **Date**