



**CITY OF PEABODY**  
**HUMAN RESOURCES DEPARTMENT**  
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**JOB POSTING**  
DEPARTMENT of PUBLIC SERVICES  
WATER DIVISION  
WATER TREATMENT PLANT OPERATOR/MAINTENANCE

**Job Title:** Water Treatment Plant Operator/Maintenance Person

**Civil Service:** Official Service

**Union:** AFSCME Local 364

**Grade/Rate:** Grade / Rate: Grade TBD based on licenses. Rate determined by licenses held and relevant experience.

- Entry-level maintenance rate: \$24.48/hour
- With T2 License: \$30.82/hour
- With T3 License: \$32.69/hour
- With T4 License: \$34.69/hour

**Shift Differential:** A ten percent (10%) differential will apply for hours worked on the third (overnight) shift, consistent with Article IX, Section 2 of the AFSCME Collective Bargaining Agreement.

**Location:** Winona Treatment Plant (Maintenance and Operations work to be required at Walsh WTP)

**Schedule:** Full Time, Monday – Friday 11:00 PM (Sunday night) – 7:00 AM (Friday morning)

**Summary of Position Responsibilities:**

The Water Treatment Maintenance Persons and Operators perform operations and maintenance duties for the City's water treatment plants and remote facilities. Water treatment plant operators run equipment, control processes and monitor the plants treatments process to make water safe.

The job duties for this position are as described below, but not limited to, as follows:

1. Operate the WTP under the direction of the Supervisors.
2. Monitor and operate water treatment process and emergency power systems either manually or using the SCADA system.
3. Conduct onsite inspections of water treatment processes and other auxiliary systems.
4. Collects water samples and performs field or laboratory water quality analyses.
5. Calibrates laboratory instruments.
6. Conducts laboratory quality assurance and quality control analyses.
7. Adjusts the online instruments according to the water quality analyses.
8. Perform maintenance of laboratory instruments and online analyses.
9. Execute the valve switching under the direction of the Supervisors.

10. Evaluate chemical usage and current inventory. Order and schedule chemical deliveries to maintain adequate chemical storage. Receives chemicals according to established procedures for security, quality, and safety, which may include mixing and diluting chemicals.
11. Create records and logs associated with the water treatment operations.
12. Respond to incidental and emergency chemical releases under the direction of Supervisors or Incident Commander according to established protocols.
13. Additional duties as may be required and assigned.

**Qualifications:**

Education and Experience: High school diploma or general education development test (GED) and one year of water related experience at surface water treatment plant.

License: Operators must possess a valid Massachusetts certified Grade 2 Drinking Water Treatment Operator License.

Must have a valid Massachusetts driver's license (car, pick-up truck).

Demonstrated experience in use of computer applications (SCADA).

Competent in written communication; able to read and communicate in English. Must be able to read and comprehend fully technical instructions. Hearing must be sufficient to recognize equipment with functioning difficulties.

**Job Environment & Physical Demands:**

Work Environment: The work environment involves risks with exposure to potentially dangerous situations or environmental stress and requires a range of safety precautions, e.g., irritant chemicals, electrically energized equipment including high voltage systems, working at heights; work may be required to be done in extreme outdoor weather conditions or similar situations where conditions cannot be controlled.

Physical Demands: The work requires considerable and strenuous physical exertion such as frequent climbing of tall ladders, lifting heavy objects over 50 pounds, and crouching or crawling in restricted areas.

Vision Requirements: Color Vision (ability to identify and distinguish colors); read from a variety of sources.

Work Schedule: 40-hour work week. Work schedule may involve overtime and work on holidays.

Emergency and Stand-by Service: Employees in this position may be required to work rotating shifts and/or stand-by service to address operational needs and emergencies as required. May be required to work extended periods and may require performing job at the Walsh Water Treatment Plant and/or the Winona Water Treatment Plant. Must be able to work rotating shifts and overtime shifts.

**Posting Date:** February 9, 2026

**How to apply:** Qualified candidates please apply by submitting a cover letter and resume by the preferred application date of March 2, 2026, at 4:00 PM. Position to remain open until filled. Candidates will be considered as applications are received. Apply to the Human Resources Department at City Hall, 24 Lowell Street; via email to [hr@peabody-ma.gov](mailto:hr@peabody-ma.gov); or by fax 978-278-1544. Application is available online at: <https://www.peabody-ma.gov/hr/JobApplication.pdf> . The City of Peabody is an EOE.