



**SunLand Water District**  
**5762 Woodcock Road**  
**Sequim, WA 98382**

**TITLE: Apprenticeship Program for Water Operator II**

**STATUS:** Full-time, hourly with benefits

**PROBATIONARY PERIOD:** May – July 2025

**APPRENTICE PROGRAM:** August 2025 – July 2027

**PAY:** Starts at \$18.75 per hour. See the table below for incremental pay increases

**APPRENTICESHIP PROGRAM**

**Probationary Period – May through July 2025**

The selected candidate will begin employment under a probationary period, during which both the employee and the District will evaluate the fit for continued employment and entry into the formal Water Operator II Apprenticeship Program. This initial probationary phase will provide hands-on exposure to the essential functions of the role, allow for performance evaluation, and ensure alignment with the expectations and culture of the District. This period is a mutual assessment phase, designed to ensure that the apprenticeship is a good fit for both parties. Successful completion of the probationary period is required for advancement into the full two-year apprenticeship program beginning at the end of August 2025.

**Apprenticeship Program**

The Water Operator II Apprenticeship Program requirements include 4,000 hours of on-the-job training and 288 hours of formal training from Evergreen Rural Water over a two-year period.

**MINIMUM QUALIFICATIONS**

**General**

- Must live within 30 minutes of SunLand.
- Subject to background check, drug test, and reference check.
- Must maintain a valid Washington State Driver's License with a good driving record.
- Ability to earn an Industrial First Aid/CPR card.

**Age / Education**

- Must be at least 18 years of age.
- High School Diploma or GED.

**PAY SCALE**

This position is part of the Evergreen Rural Water Apprenticeship Program. This program is a two-year commitment with the District. The starting salary for an Apprentice will be set at a level that is at least 55% of a Water Operator II wage and will be increased to 90% of that wage upon successful completion of the Apprenticeship Program milestones.

<b>TIMEFRAME / HOURS</b>	<b>HOURLY PAY</b>
Probationary Period: May – July 2025	\$18.75
<b>Apprenticeship</b>	
1 – 1,000 Hours	\$18.75
1,001 – 2,000 Hours	\$20.50*
2,001 – 3,000 Hours	\$25.55*
3,001 – 4,000 Hours	\$30.67*

\*Hourly rates stated for 1,001 hours to 4,000 hours may increase based on future budgeted pay rates.

## **APPRENTICESHIP PROGRAM**

### **Water Operator II Apprenticeship - Approximate Hours**

#### **1. Tools, Equipment and Workplace Safety – 240 Hours**

- Become familiar with tools, pipes and other materials used out on the job.
- Use personal protective equipment and apply safety procedures for confined space entry, first aid, trenching & shoring, chlorine, fire and electrical.
- Demonstrate general plant safety and security operations.
- Plan and set up work areas for the safety of crew and public.
- Apply confined spaces training and flagger certification training in traffic control zones.
- Perform all work in conformance with OSHA regulations.
- Learn how to read maps, use GPS, and find locations within the District's service area.

#### **2. Vehicles and Equipment – 400 Hours**

- Ensure that vehicles and equipment are adequately stocked & serviced.
- Work safely around excavation and other heavy equipment.
- Learn basic computer skills e.g. Microsoft Word and Excel, email communication, upload/download documents.

#### **3. System Operations & Maintenance – 1,920 Hours**

- Develop a working knowledge of the operation, methods and procedures of a water distribution system.
- Develop a working knowledge of landscape duties and general building maintenance.
- Install, service and repair District water facilities including but not limited to, water and sewer mains, sewer lift stations, water reservoirs and hydrants.
- Develop a working knowledge of preventive maintenance, troubleshooting & repair of mechanical equipment.
- Read meters and learn how to assess meter issues.
- Perform leak detection and understand water loss control.
- Assist with the installation, maintenance and repair of lift stations, reservoirs and the distribution system.

#### **4. Quality Control - 960 Hours**

- Perform all aspects of sampling, monitoring and testing required to maintain compliance with Federal State and Local regulations.
- Identify normal/out-of-range values. Maintain open communication & report results to supervisors.
- Apply emergency response procedures.

## **5. Logistics, Reports and Supervision - 480 Hours**

- Complete work orders & document routine maintenance.
- Order equipment and supplies as needed.
- Develop public service skills, with the ability to interact courteously with the public and co-workers.
- Learn how to respond to on-site inquiries from property owners and contractors.

### **WORKING CONDITIONS**

Work occurs both indoors and outdoors, sometimes in inclement weather. Potential hazards include traffic, machinery, chemicals, and biohazards (such as sewage). Employees may be required to work in confined spaces, and personal protective equipment may be necessary for certain tasks.

### **PHYSICAL REQUIREMENTS**

This position requires moderate to strenuous physical activity, including standing for extended periods, climbing, balancing, stooping, kneeling, crouching, crawling, walking, pushing, pulling, lifting to 50 pounds, grasping, and reaching. Employees must be able to work in tight or confined spaces, perform tasks in various weather conditions, and work at heights or in water. The ability to hear alarms and identify hazards, along with finger dexterity, repetitive motions, and the ability to maintain balance, is essential. Additionally, the role requires the ability to see, feel, and communicate effectively, with physical endurance for performing manual tasks in varying environments.

### **EMPLOYMENT AND APPRENTICESHIP BENEFITS**

- Medical, dental and vision insurance for the employee and family.
- State Retirement Plan and employer match.
- Paid Vacation, Sick Leave, Holidays.
- Annual stipend for required workwear.

### **HOW TO APPLY**

Submit both your resume and application. Application forms are found on and can be downloaded from our website [www.sunlandwater.com](http://www.sunlandwater.com) or obtained by contacting our office.

Drop off, mail or email resumes and applications to:

SunLand Water District  
5762 Woodcock Road, Sequim, WA 98382  
tim@sunlandwater.com  
360-683-3905

*This job description does not constitute an employment agreement and may be changed or amended at any time to meet the needs of the District.*