



OPERATOR: OIT, Grade I, II, III

EXCEPTIONAL OPPORTUNITY

Under direct supervision of the Operations Supervisor, Lead, or their designee, monitors, reports on, adjusts and performs related work as required to maintain the plant processes and their related equipment as found in a continuously operating secondary activated sludge wastewater treatment plant, pump stations and related facilities. Ensures that NPDES and BAAD permit requirements, regulations and all applicable rules are continuously met. As incumbent gains experience and higher certification levels, less guidance and more general direction will result, thus allowing for more autonomous judgment in process corrections as required.



KEY RESPONSIBILITIES

- Routinely performs plant rounds and inspections, reports significant changes in process or equipment conditions.
- Regularly inspects local and remote odor control sites for proper operations.
- Monitors processes and suggest appropriate operational changes to ensure NPDES and BAAQMD permits are met, and perform required changes as assigned.
- Tracks computerized operations of plant equipment to ensure correct values are in-put and trends meet expected normal parameters.
- Monitors and reports on the inventory of chemicals and supplies.
- Interprets equipment condition using local or portable instrumentation.
- Attends and participates in meetings, trainings, and safety sessions.
- Participates in operations and maintenance functions of the plant and related facilities, performing such activities as:
 - Inspecting plant, pump station, and remote facilities on a regularly scheduled basis.
 - Operating and performing preventive maintenance on a variety of plant equipment.
 - Operating valves, pumps, and automated controls to regulate the flow of wastewater through the plant.
 - Collecting and performing standard lab tests on various wastewater flows and biosolids.
 - Using a variety of hand and power tools and testing equipment.

Required to work shifts and/or holidays as operational staffing levels dictate and overtime or off-hour shifts in emergency conditions and for planned shutdowns.

CENTRAL MARIN SANITATION AGENCY



EXPERIENCE & QUALIFICATIONS

OITs must obtain, within one month after employment, a Wastewater Treatment Plant Operator-in-Training Certificate. Graded operators must possess upon hire, and always maintain, a valid operator certificate as issued by the California State Water Resources Control Board (SWRCB). Completion of the 12th grade, or equivalent to a general education degree (GED), supplemented by a general knowledge of elementary mechanical, electrical, and hydraulic principles; arithmetic; common safe work practices; common hand and power tools. Possession of, or ability to obtain, a valid California Class C driver's license.

COMPENSATION & BENEFITS

The annual salary range is **\$87,405.76 to \$146,779.36** depending on qualifications and experience. Specific job descriptions for these positions are available at www.cmsa.us/employment/descriptions. Employee benefits can be found on CMSA's website at www.cmsa.us/employment/benefits.

APPLICATION PROCESS

The deadline to apply is Wednesday, August 19, 2026.

To be considered, please electronically submit your resume and cover letter to: <https://koffassociates.com/cmsa-operator/>. Resumes should reflect years and months of positions held, detailing experience, and demonstrated career accomplishments relevant to this position along with the application.

For additional information, please contact:

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MISSION

CMSA protects the environment and public health and is integral to the community by providing wastewater, environmental, and resource recovery services.

VISION

CMSA will be a forward-thinking organization by providing innovative and effective wastewater services, capturing and utilizing renewable resources, and implementing sustainable solutions for an enhanced quality of life.

VALUES

Continuous regulatory compliance to protect the environment.

Sound financial practices.

Effective asset management.

A safe and healthy workplace.

Creating job satisfaction within a diverse workforce.

Engaging public outreach and educational programs.

Leadership, partnerships, teamwork, and collaboration.