

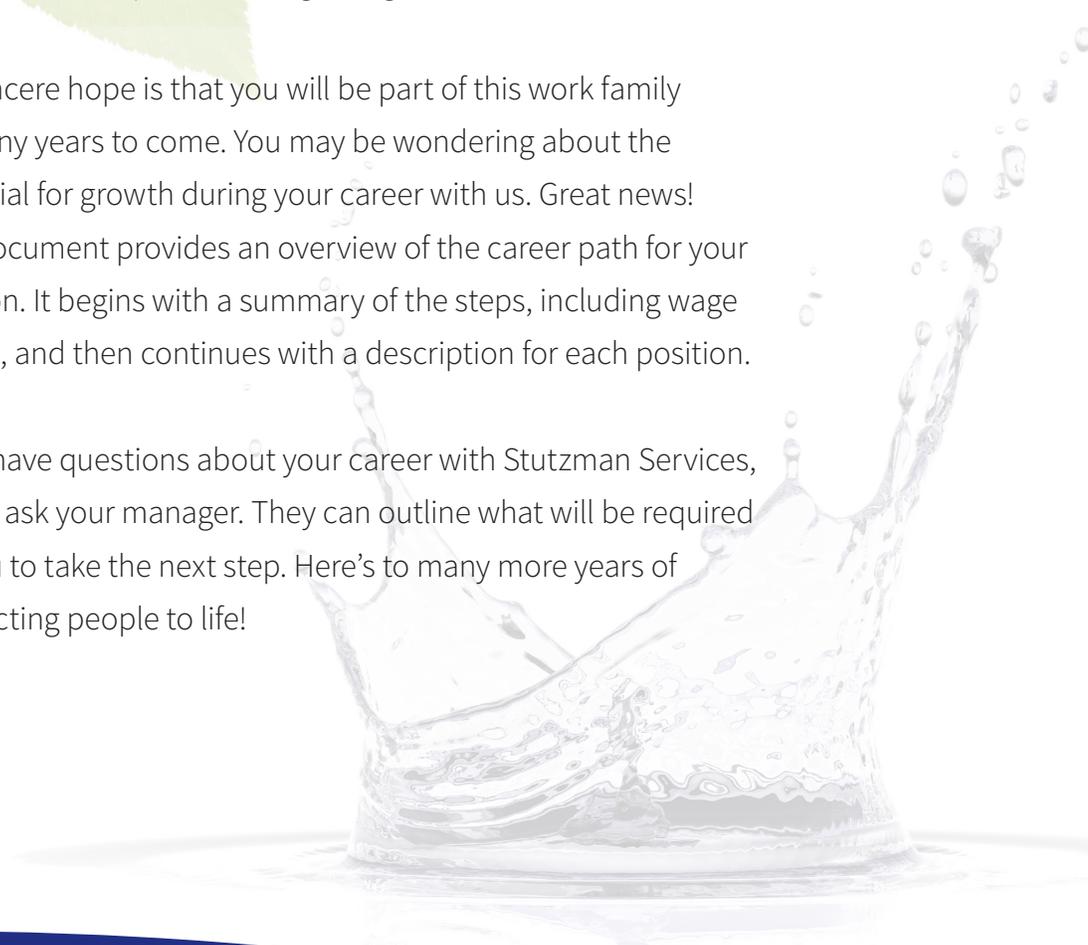


Your Career Path

One of the most significant and enjoyable things we can do at Stutzman Services is to promote a healthy, family-like work culture. We believe that providing you with a clear career path is an important step in achieving that goal.

Our sincere hope is that you will be part of this work family for many years to come. You may be wondering about the potential for growth during your career with us. Great news! This document provides an overview of the career path for your position. It begins with a summary of the steps, including wage ranges, and then continues with a description for each position.

If you have questions about your career with Stutzman Services, please ask your manager. They can outline what will be required for you to take the next step. Here's to many more years of connecting people to life!



Irrigation Technician Career Path

Water Systems Manager
Salary DOQ

Lead Irrigation and Backflow Technician
\$28 to \$35 per hour

Irrigation Technician III
\$22 to \$28 per hour

Irrigation Technician II
\$18 to \$22 per hour

Irrigation Technician I
\$16 to \$18 per hour

Irrigation Technician Trainee
\$14 to \$16 per hour

Minimum Experience: 10 Years
Skill Level: Master
Primary Function: Lead, Design, Install and Service
Independence: Can Work Independently
Supervision: Can Lead and Train
Certifications: All Certifications for Irrigation Technician III and Backflow Technician III, plus Certified Landscape Water Manager

Minimum Experience: 5 Years
Skill Level: Expert
Primary Function: Design, Install and Service
Independence: Can Work Independently
Supervision: Can Direct and Train
Certifications: Tech II Certs, plus LCB Irrigation/Backflow and Certified Irrigation Designer

Minimum Experience: 3 Years
Skill Level: Proficient
Primary Function: Install and Service
Independence: Works Under Minimal Supervision
Supervision: Can Supervise
Certifications: Tech I Certs, plus Certified Landscape Irrigation Auditor + Drip Specialty

Minimum Experience: 1 Year
Skill Level: Competent
Primary Function: Install and Service
Independence: Works Under Regular Supervision
Supervision: Cannot Supervise
Certifications: Certified Irrigation Technician and Certified Backflow Tester

Minimum Experience: None
Skill Level: Novice
Primary Function: Learn and Service
Independence: Works Under Regular Supervision
Supervision: Cannot Supervise
Certifications: ODL and HS Diploma or Equivalent





Irrigation Technician Trainee

We Connect People to Life.

LIFE: WATER We believe water is life's most valuable resource.

LIFE: LANDSCAPE We believe outdoor living experiences nourish the soul.

LIFE: ENRICHMENT We believe everyone should live an enriched, meaningful life.

Speak Life
Elevate People
Deliver Excellence
Look Ahead
Give Back
Have Fun

< WHY WE EXIST HOW WE BEHAVE >

Contribution

The Irrigation Technician Trainee contributes to the success of Stutzman Services by being a member of a team that connects people to life by managing water, life's most valuable resource. This position is important because properly functioning irrigation systems are crucial to healthy landscapes and the efficient use of water.

Description

The Irrigation Technician Trainee must be familiar with the most common procedures, tools and equipment required for installing and servicing residential and commercial irrigation systems. The Trainee works under the supervision of a Tech II, Tech III, Lead Tech, or Water Systems Manager.

Tasks may include and not be limited to: acquiring basic knowledge of hydraulic and electrical principles; assisting with the installation and maintenance of residential and commercial irrigation systems; performing basic repairs as directed; assisting with the testing backflow prevention assemblies; performing manual labor; maintaining tools, equipment and supplies; operating equipment and vehicles safely and within design limitations.

The Irrigation Technician Trainee is expected to exercise a high level of professionalism while contributing to a safe and enjoyable work environment.

The Irrigation Technician Trainee learns the irrigation trade while gaining work experience.

Stutzman Services is an equal opportunity employer. We do not discriminate in employment and personnel practices on the basis of race, color, religion, gender (sex), national origin, age, marital status, veteran status, disability, sexual orientation, use of lawful products during non-work hours and any other legally protected status.

Effective: January 2019
Team: Water Systems
Reports to: Lead Irrigation & Backflow Technician
Hours: Full time
Compensation: Hourly
Classification: Nonexempt

Irrigation Technician Trainee

Essential Functions

Irrigation System Service (75%)

- Assist with the installation, maintenance and adjustment of residential and commercial irrigation systems
- Perform basic irrigation system repairs as directed
- Lay pipe, glue pipe fittings and connect sprinkler heads
- Assist with the testing of backflow prevention assemblies
- Manual labor including digging and heavy lifting
- Operate hand tools and power equipment
- Keep accurate records and documentation
- Communicate effectively with co-workers and customers
- Perform all work functions safely and operate equipment and vehicles within design limitations
- Report all safety concerns to the Lead Irrigation & Backflow Technician or Safety Coordinator

Maintain Equipment and Supplies (10%)

- Maintain inventory of service vehicle
- Keep tools, equipment and vehicles secure, clean, organized and in good working order

Develop Skills (10%)

- Develop and improve skills by participating in all formal and informal training

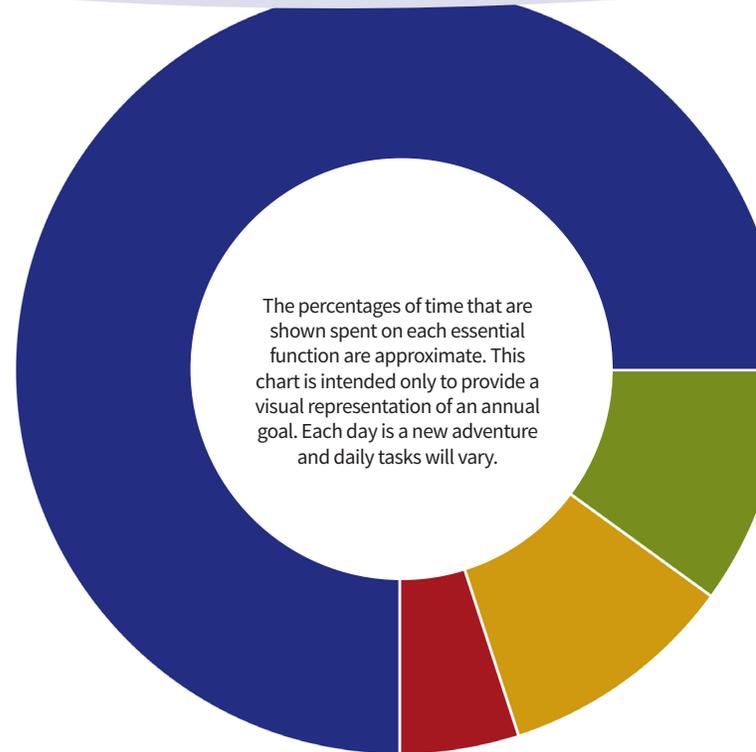
Other Tasks as Assigned (5%)

Physical Demands

The following physical demands are representative of the requirements necessary to perform the essential functions listed above. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

- Intense manual labor with extended periods of walking, standing, kneeling, bending, etc.
- Extended periods of repetitive motion with hand tools such as wrenches and shovels
- Extended periods of operating power equipment while holding the same position with high noise or vibration levels
- Lifting objects that weigh up to 50 pounds

EMPLOYEE SIGNATURE



Minimum Qualifications

- Age 18 or over
- High school diploma or equivalent
- Valid Oregon Driver's License
- Good driving record
- Basic mechanical and communication skills

Environment

The Irrigation Technician Trainee reports to the corporate office daily and is dispatched to residential and commercial properties. Work may take place indoors or outdoors in all types of weather conditions and on all types of soil conditions. Work site size, noise and access levels will vary.

DATE RECEIVED



Irrigation Technician I

We Connect People to Life.

LIFE: WATER We believe water is life's most valuable resource.

LIFE: LANDSCAPE We believe outdoor living experiences nourish the soul.

LIFE: ENRICHMENT We believe everyone should live an enriched, meaningful life.

Speak Life
Elevate People
Deliver Excellence
Look Ahead
Give Back
Have Fun

< WHY WE EXIST HOW WE BEHAVE >

Contribution

The Irrigation Technician I contributes to the success of Stutzman Services by being a member of a team that connects people to life by managing water, life's most valuable resource. This position is important because properly functioning irrigation systems are crucial to healthy landscapes and the efficient use of water.

Description

The Irrigation Technician I must be competent with the most common procedures, tools and equipment required for installing and servicing basic residential and commercial irrigation systems. The Tech I works under the supervision of a Tech II, Tech III, Lead Tech, or Water Systems Manager.

Tasks may include and not be limited to: maintaining basic knowledge of hydraulic and electrical principles; sales, installation and maintenance of residential and commercial irrigation systems; performing troubleshooting and basic repairs of irrigation systems; testing backflow prevention assemblies; maintaining tools, equipment and supplies; operating equipment and vehicles safely and within design limitations.

The Irrigation Technician I is expected to exercise a high level of professionalism while contributing to a safe and enjoyable work environment.

The Irrigation Technician I performs basic service and repair of irrigation systems.

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Effective: January 2019
Team: Water Systems
Reports to: Lead Irrigation & Backflow Technician
Hours: Full time
Compensation: Hourly
Classification: Nonexempt

Irrigation Technician I

Essential Functions

Irrigation System Service (75%)

- Sell, install and maintain residential and commercial irrigation systems
- Perform troubleshooting and basic repairs of irrigation systems
- Lay pipe, glue pipe fittings and connect sprinkler heads
- Install and program irrigation system controllers
- Test backflow prevention assemblies
- Manual labor including digging and heavy lifting
- Operate hand tools and power equipment
- Keep accurate records and documentation
- Communicate effectively with co-workers and customers
- Perform all work functions safely and operate equipment and vehicles within design limitations
- Report all safety concerns to the Lead Irrigation & Backflow Technician or Safety Coordinator

Maintain Equipment and Supplies (10%)

- Maintain inventory of service vehicle
- Keep tools, equipment and vehicles secure, clean, organized and in good working order

Develop Skills (10%)

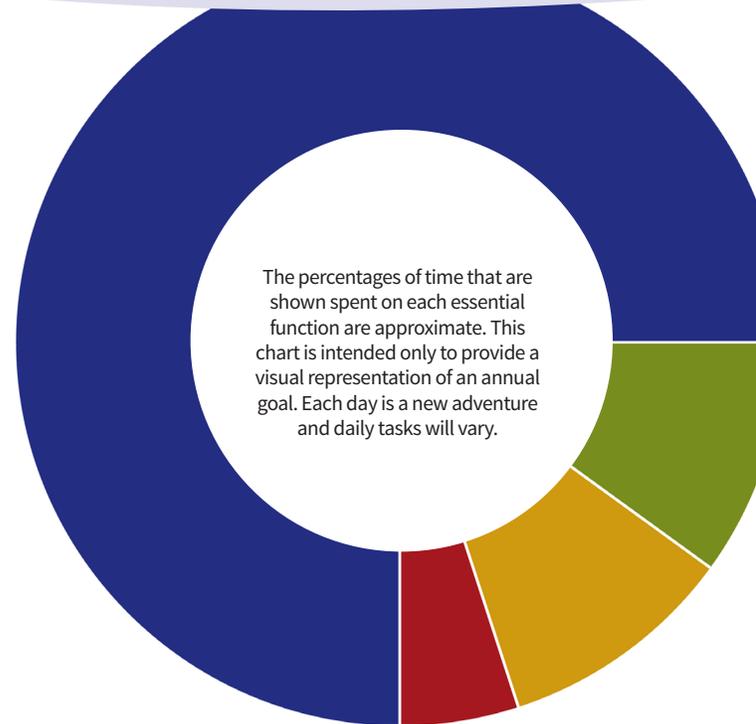
- Develop and improve skills by participating in all formal and informal training
- Maintain certifications through continuing education hours as required

Other Tasks as Assigned (5%)

Physical Demands

The following physical demands are representative of the requirements necessary to perform the essential functions listed above. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

- Intense manual labor with extended periods of walking, standing, kneeling, bending, etc.
- Extended periods of repetitive motion with hand tools such as wrenches and shovels
- Extended periods of operating power equipment while holding the same position with high noise or vibration levels
- Lifting objects that weigh up to 50 pounds



Minimum Qualifications

- Age 18 or over
- High school diploma or equivalent
- One (1) year experience or equivalent
- Certified Backflow Assembly Tester and Certified Irrigation Technician
- Valid Oregon Driver's License
- Good driving record
- Good mechanical and communication skills

Environment

The Irrigation Technician I reports to the corporate office daily and is dispatched to residential and commercial properties. Work may take place indoors or outdoors in all types of weather conditions and on all types of soil conditions. Work site size, noise and access levels will vary.



Irrigation Technician II

We Connect People to Life.

LIFE: WATER We believe water is life's most valuable resource.

LIFE: LANDSCAPE We believe outdoor living experiences nourish the soul.

LIFE: ENRICHMENT We believe everyone should live an enriched, meaningful life.

Speak Life
Elevate People
Deliver Excellence
Look Ahead
Give Back
Have Fun

< WHY WE EXIST HOW WE BEHAVE >

Contribution

The Irrigation Technician II contributes to the success of Stutzman Services by being a member of a team that connects people to life by managing water, life's most valuable resource. This position is important because properly functioning irrigation systems are crucial to healthy landscapes and the efficient use of water.

Description

The Irrigation Technician II must be proficient with all the procedures, tools and equipment required for installing and servicing residential and commercial irrigation systems. The Tech II can work under minimal supervision and, while on the work site, may supervise employees who are designated as Trainee and Tech I.

Tasks may include and not be limited to: maintaining intermediate knowledge of hydraulic and electrical principles; sales, installation and maintenance of residential and commercial irrigation systems; performing troubleshooting and intermediate repairs of irrigation systems; testing backflow prevention assemblies; maintaining tools, equipment and supplies; operating equipment and vehicles safely and within design limitations.

The Irrigation Technician II is expected to exercise a high level of professionalism while contributing to a safe and enjoyable work environment.

The Irrigation Technician II performs intermediate service and repair of irrigation systems.

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Effective: January 2019
Team: Water Systems
Reports to: Lead Irrigation & Backflow Technician
Hours: Full time
Compensation: Hourly
Classification: Nonexempt

Irrigation Technician II

Essential Functions

Irrigation System Service (75%)

- Sell, install and maintain residential and commercial irrigation systems
- Perform troubleshooting and intermediate repairs of irrigation systems
- Lay pipe, glue pipe fittings and connect sprinkler heads
- Install and program irrigation system controllers
- Test backflow prevention assemblies
- Manual labor including digging and heavy lifting
- Operate hand tools and power equipment
- Keep accurate records and documentation
- Communicate effectively with co-workers and customers
- As directed, supervise Trainees and Technicians
- Perform all work functions safely and operate equipment and vehicles within design limitations
- Report all safety concerns to the Lead Irrigation & Backflow Technician or Safety Coordinator

Maintain Equipment and Supplies (10%)

- Maintain inventory of service vehicle
- Keep tools, equipment and vehicles secure, clean, organized and in good working order

Develop Skills (10%)

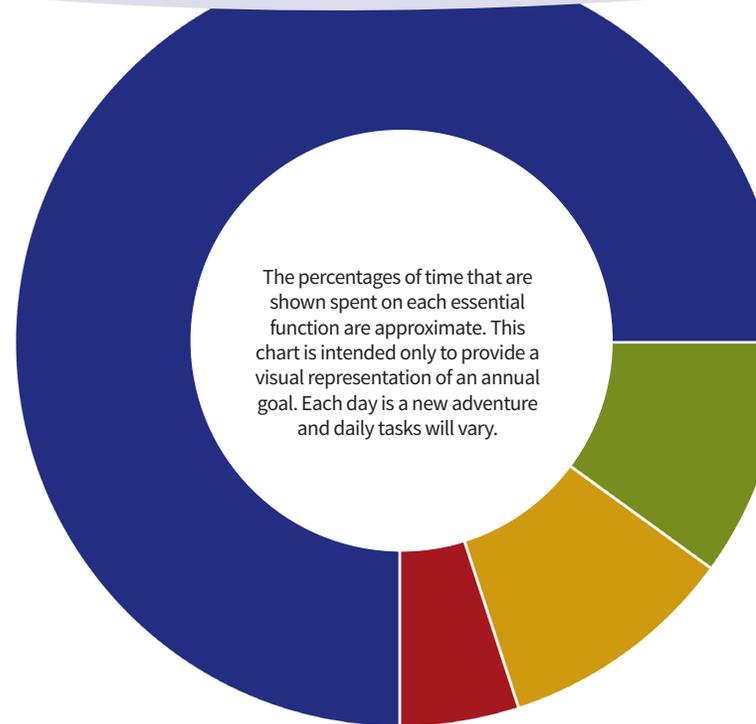
- Develop and improve skills by participating in all formal and informal training
- Maintain certifications through continuing education hours as required

Other Tasks as Assigned (5%)

Physical Demands

The following physical demands are representative of the requirements necessary to perform the essential functions listed above. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

- Intense manual labor with extended periods of walking, standing, kneeling, bending, etc.
- Extended periods of repetitive motion with hand tools such as wrenches and shovels
- Extended periods of operating power equipment while holding the same position with high noise or vibration levels
- Lifting objects that weigh up to 50 pounds



Minimum Qualifications

- Age 18 or over
- High school diploma or equivalent
- Three (3) years experience or equivalent
- Completed Tech I certifications, plus Certified Landscape Irrigation Auditor+Drip
- Valid Oregon Driver's License
- Good driving record
- Good mechanical and communication skills

Environment

The Irrigation Technician II reports to the corporate office daily and is dispatched to residential and commercial properties. Work may take place indoors or outdoors in all types of weather conditions and on all types of soil conditions. Work site size, noise and access levels will vary.



Irrigation Technician III

We Connect People to Life.

LIFE: WATER We believe water is life's most valuable resource.

LIFE: LANDSCAPE We believe outdoor living experiences nourish the soul.

LIFE: ENRICHMENT We believe everyone should live an enriched, meaningful life.

Speak Life
Elevate People
Deliver Excellence
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Give Back
Have Fun

< WHY WE EXIST HOW WE BEHAVE >

Contribution

The Irrigation Technician III contributes to the success of Stutzman Services by being a member of a team that connects people to life by managing water, life's most valuable resource. This position is important because properly functioning irrigation systems are crucial to healthy landscapes and the efficient use of water.

Description

The Irrigation Technician III must be an expert in all the procedures, tools and equipment required for installing and servicing residential and commercial irrigation systems. The Tech III can work independently and may direct and train Trainees and Technicians.

Tasks may include and not be limited to: maintaining advanced knowledge of hydraulic and electrical principles; design, sales, installation and maintenance of residential and commercial irrigation systems; performing troubleshooting and advanced repairs of irrigation systems; installing, testing and repairing backflow prevention assemblies; maintaining tools, equipment and supplies; operating equipment and vehicles safely and within design limitations.

The Irrigation Technician III is expected to exercise a high level of professionalism while contributing to a safe and enjoyable work environment.

The Irrigation Technician III performs advanced service and repair of irrigation systems.

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Effective: January 2019
Team: Water Systems
Reports to: Lead Irrigation & Backflow Technician
Hours: Full time
Compensation: Hourly
Classification: Nonexempt

Irrigation Technician III

Essential Functions

Irrigation System Service (75%)

- Design residential and commercial irrigation systems
- Sell, install and maintain residential and commercial irrigation systems
- Perform troubleshooting and advanced repairs of irrigation systems
- Lay pipe, glue pipe fittings and connect sprinkler heads
- Install and program irrigation system controllers
- Install, test and repair backflow prevention assemblies
- Manual labor including digging and heavy lifting
- Operate hand tools and power equipment
- Keep accurate records and documentation
- Communicate effectively with co-workers and customers
- Perform all work functions safely and operate equipment and vehicles within design limitations
- Report all safety concerns to the Lead Irrigation & Backflow Technician or Safety Coordinator

Maintain Equipment and Supplies (10%)

- Maintain inventory of service vehicle
- Keep tools, equipment and vehicles secure, clean, organized and in good working order

Develop Skills (10%)

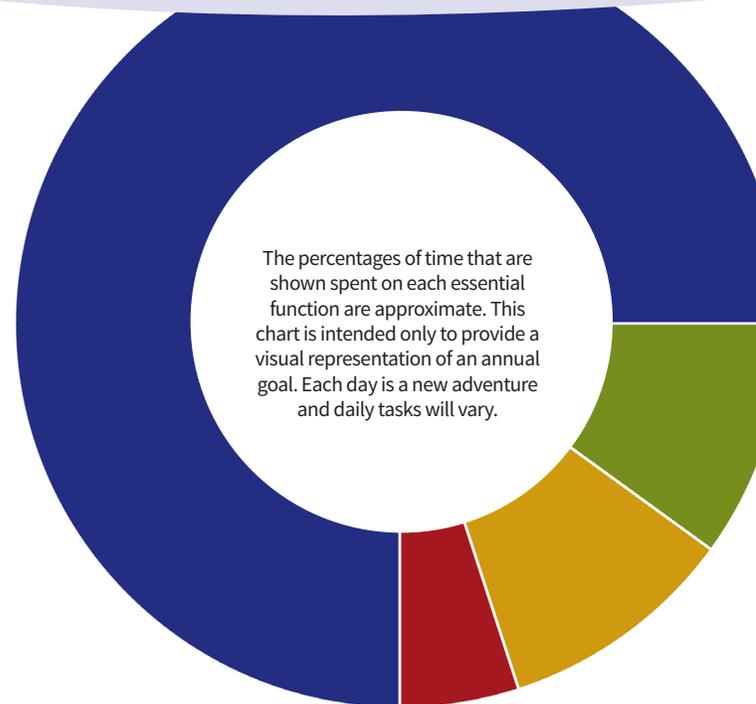
- Develop and improve skills by participating in all formal and informal training
- Maintain certifications through continuing education hours as required
- Direct and train Trainees and Technicians

Other Tasks as Assigned (5%)

Physical Demands

The following physical demands are representative of the requirements necessary to perform the essential functions listed above. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

- Intense manual labor with extended periods of walking, standing, kneeling, bending, etc.
- Extended periods of repetitive motion with hand tools such as wrenches and shovels
- Extended periods of operating power equipment while holding the same position with high noise or vibration levels
- Lifting objects that weigh up to 50 pounds



Minimum Qualifications

- Age 18 or over
- High school diploma or equivalent
- Five (5) years experience or equivalent
- Completed Tech II certifications, plus LCB-I/B and Certified Irrigation Designer
- Valid Oregon Driver's License
- Good driving record
- Excellent mechanical and communication skills

Environment

The Irrigation Technician III reports to the corporate office daily and is dispatched to residential and commercial properties. Work may take place indoors or outdoors in all types of weather conditions and on all types of soil conditions. Work site size, noise and access levels will vary.



Lead Irrigation and Backflow Technician

We Connect People to Life.

LIFE: WATER We believe water is life's most valuable resource.

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Speak Life
Elevate People
Deliver Excellence
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Give Back
Have Fun

< WHY WE EXIST HOW WE BEHAVE >

Contribution

The Lead Irrigation and Backflow Technician contributes to the success of Stutzman Services by leading a team of technicians who connect people to life by managing water, life's most valuable resource. This position is important because properly functioning backflow prevention assemblies are crucial to protecting drinking water.

Description

The Lead Irrigation and Backflow Technician must be a master in all the procedures, tools and equipment required for the design, installation, maintenance, testing, troubleshooting and repair of irrigation systems and backflow prevention assemblies. The Lead Tech must have an advanced knowledge of hydraulic, backflow and electrical principals, works independently, and must lead and train Trainees and Technicians.

Tasks may include and not be limited to: communicating positively and effectively with customers; leading and training technicians; designing, selling, installing, maintaining, testing, diagnosing and repairing irrigation and backflow prevention systems; keeping accurate records; maintaining tools, equipment and supplies; operating equipment and vehicles safely and within design limitations.

The Lead Irrigation and Backflow Technician is expected to exercise a high level of professionalism while contributing to a safe and enjoyable work environment.

The Lead Irrigation and Backflow Technician leads a team of technicians.

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Effective: January 2019
Team: Water Systems
Reports to: Water Systems Manager
Hours: Full time
Compensation: Hourly
Classification: Nonexempt

Lead Irrigation and Backflow Technician

Essential Functions

Irrigation and Backflow Service (50%)

- Design, sell, install and maintain residential and commercial irrigation systems including controllers
- Install, test and repair backflow prevention assemblies
- Perform troubleshooting and advanced repairs
- Operate hand tools and power equipment
- Keep accurate records and documentation
- Communicate effectively with co-workers, customers and municipal representatives
- Participate in on-call rotation for evenings and weekends
- Perform all work functions safely and operate equipment and vehicles within design limitations
- Report all safety concerns to the Safety Coordinator

Leadership and Training (30%)

- Assist with the scheduling of technicians
- Lead and train irrigation and backflow technicians in best practices and follow-up with quality assurance
- Lead implementation of strategies, systems and procedures to meet goals
- Maintain certifications through continuing education hours as required
- Develop and improve skills by participating in all formal and informal training

Maintain Equipment and Supplies (15%)

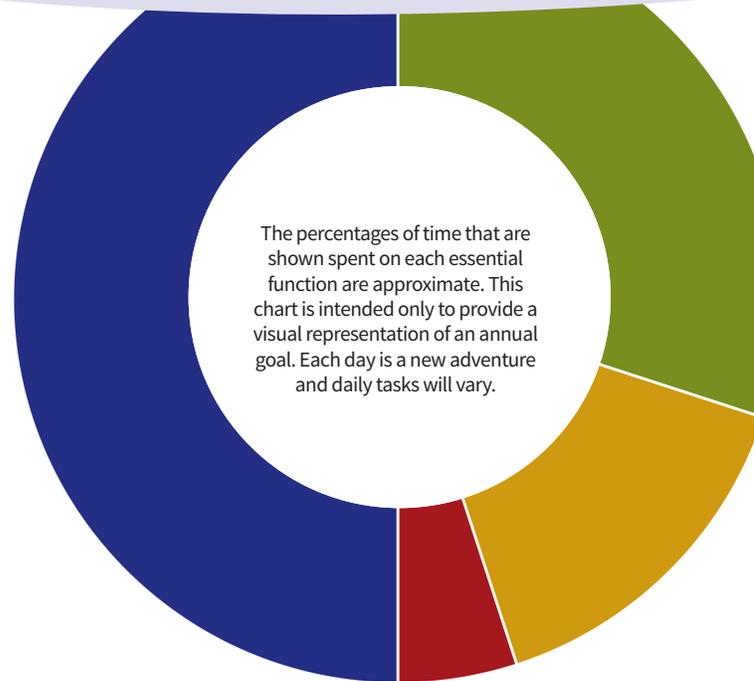
- Maintain inventory of service vehicle
- Implement systems to ensure the department's vehicles, tools and equipment remain secure, clean, organized and in good working order

Other Tasks as Assigned (5%)

Physical Demands

The following physical demands are representative of the requirements necessary to perform the essential functions listed above. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

- Intense manual labor with extended periods of walking, standing, kneeling, bending, etc.
- Extended periods of repetitive motion with hand tools such as wrenches and shovels
- Extended periods of operating power equipment while holding the same position with high noise or vibration levels
- Lifting objects that weigh up to 50 pounds



Minimum Qualifications

- Age 18 or over
- High school diploma or equivalent
- Ten (10) years experience or equivalent
- Completed Irrigation Tech III and BF Tech III certifications, plus Certified Landscape Water Manager
- Valid Oregon Driver's License
- Good driving record
- Excellent mechanical, communication and leadership skills

Environment

The Lead Irrigation and Backflow Technician reports to the corporate office daily and is dispatched to residential and commercial properties. Work may take place indoors or outdoors in all types of weather conditions and on all types of soil conditions. Work site size, noise and access levels will vary.

EMPLOYEE SIGNATURE

DATE RECEIVED