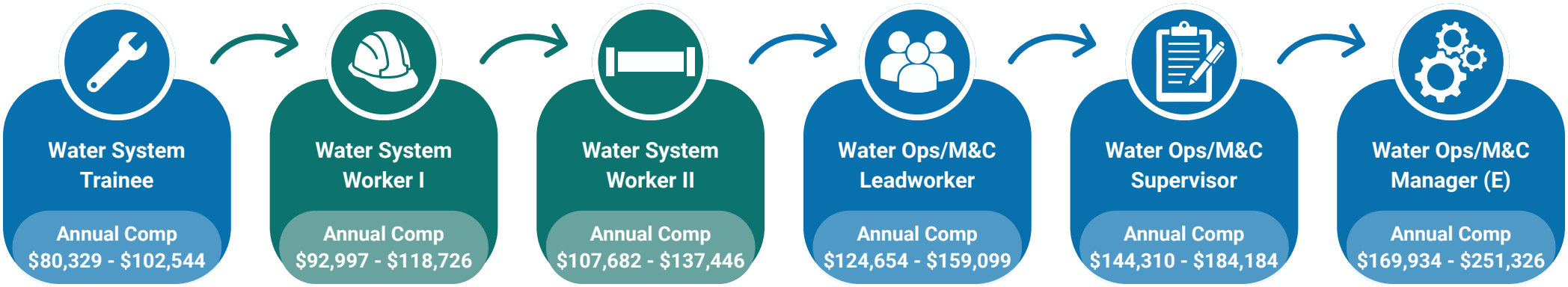
Water Operations/Maintenance & Construction Careers

Career Path Key
- Requires vacancy and application process
- Requires current employee meet job standards

Ops = Operations M&C = Maintenance & Construction
E = Exempt



	Water System Trainee	Water System Worker I	Water System Worker II	Water Ops/M&C Leadworker	Water Ops/M&C Supervisor	Water Ops/M&C Manager
Education	High School Diploma or GED	High School Diploma or GED	High School Diploma or GED	High School Diploma or GED	High School Diploma or GED	High School Diploma or GED
Certifications / Licenses	Obtain Distribution I and California State Treatment Operator I Certifications** Valid California DL	Water Ops: Distribution II & Treatment II Certifications M&C: Distribution II, Treatment I & Backflow Certifications** Valid California DL	Water Ops: Distribution III & Treatment II Certifications M&C: Distribution II, Treatment II & Backflow Certifications** Valid California DL	Distribution III & Treatment II Certifications** Valid California DL	Distribution III, Treatment II & and Cross-Connection Certifications** Valid California DL	Distribution III, Treatment II & and Cross-Connection Certifications** Valid California DL
Experience	None	2 years of relevant experience	2 years of relevant experience	5 years of relevant experience & Leadership Academy I	7 years of relevant experience & Leadership Academy II	5 years supervisory experience, 5 years experience in Water Ops/M&C, & Leadership Academy II*

**Position allocation may be adjusted at the General Manager's discretion to meet operational needs.*
***All certifications must be through the California SWRCB.*

Updated October 1, 2026