

F.H. STOLTZE LAND & LUMBER COMPANY

JOB DESCRIPTION/PHYSICAL DEMANDS SUMMARY

A. JOB TITLE: Power Plant Operator

B. JOB QUALIFICATIONS:

Must be 18 years or older, high school graduate or equivalent preferred, mathematical, analytical and problem-solving skills required. Thorough understanding and experience operating, repairing and troubleshooting equipment given preference. Basic computer skills required. Must be willing and able to work rotating shifts, weekends and holidays, overtime and must be willing to work alone and without direct supervision. Must hold a current 1st class or 2nd class Montana Boiler Operator License or equivalent. Safety performance and attendance are key requirements. Must be able to successfully complete and pass pre-employment drug screen and work steps physical

C. JOB SUMMARY:

Under the supervision of the Steam and Power Plant Manager, the Power Plant Operator operates a high pressure, high temperature steam boiler fired with wood waste. Controls steam pressure, fuel infeed, water treatment and emissions control. Completes repair and routine maintenance activities. Maintains and operates a steam turbine generator and manages kiln controls. Coordinates power production with Flathead Electric Company. Coordinates with and supervises lower tier Power Plant Operators. Assists the Power Plant Manager to coordinate truck scheduling for all woody by-products. Works closely with the Plant Superintendent, Plant Shift Foremen, Kiln Operators and Power Plant Technicians.

D. ESSENTIAL JOB FUNCTIONS:

1. Operates computers and control interfaces for conveyers to bring fuel into the boilers.
2. Optimizes combustion to minimize fuel usage and maintain emissions compliance.
3. Demonstrates ability to read, understand and execute written procedures.
4. Demonstrates ability to use procedures when there are upsets in water treatment, kiln control, fuel handling, electrical issues or other emergencies that can shut down the plant, damage components or injure employees.
5. Demonstrates a high level of knowledge of all critical Power Plant systems and standard operating procedures.
6. Demonstrates ability to predict plant issues before they happen by closely monitoring logs and instruments, taking appropriate actions and notifying supervisors.
7. Tests water for chemical treatment needs and makes adjustments as necessary to maintain water quality in set parameters.
8. Logs and maintains various pressures, temperatures, flow rates, chemical concentrations, and combustion rates to ensure the plant is operated safely and efficiently.

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9. Enters log data into electronic spreadsheets for trending and troubleshooting on various power plant systems.
10. Repairs boiler, piping, valves and gauges as necessary.
11. Coordinates truck scheduling for the chips, sawdust, shavings and bark.
12. Monitors the status of the truck bins and fuel silos.
13. Ensures the other Power Plant Operators are handling all work outside the boiler room, including; fire protection, fuel handling, kiln charges, ash handling, water treatment, security and fire watch rounds, snow removal and cleanup.
14. Makes detailed entries in Daily Log Book.
15. Logs all personnel without a security code coming through the locked gate on nights and weekends in the Gate Log Book.
16. Maintains general security of the Power Plant by monitoring cameras.
17. Ability to perform all job duties and work alone without direct supervision.
18. Change and clean ESP lenses and filters
19. Able to change or rebuild sight glass
20. Able to perform ESP Q opacity audits
21. Knowledge and ability to pump refractory into boiler walls
22. Knowledge and ability to switch electrical fire pump to manual
23. Able to switch diesel generator into manual to exercise it
24. Ability to replace Grate Dublin Unions
25. Works in accordance with safe operating practices.
26. Maintains a clean work area.

E. INFREQUENT/MARGINAL JOB FUNCTIONS:

1. Provides a communications link during emergencies.
2. Relays messages between departments by voice, phone and written notes.
3. Assists in maintenance during scheduled and non-scheduled plant outages.
4. Assists Power Plant Manager with compiling data for Environmental Compliance, Preventative Maintenance and Safety Programs.
5. Assists with storm water control activities.
6. Assists with water and drain systems repair and maintenance.
7. Ability to perform all lower Power Plant Operator duties and essential job functions.
8. Performs other job duties as required

This job description is not an employment agreement or contract. Management has the exclusive right to alter this job description at any time without notice.

F. PERFORMANCE STANDARDS:

1. Demonstrates the ability to work independently, oftentimes under pressure and in changing conditions.
2. Demonstrates accuracy in water testing, treatment and documentation.
3. Has the ability to work extended shifts on a rotating basis and adapt to changing work activities.
4. Gains the skills necessary to use various computer software programs.
5. Completes repair and maintenance assignments on time and as per instructions.
6. Demonstrates reliable, safe and dependable work habits.
7. Demonstrates knowledge of and compliance with safe operating procedures, especially concerning hazards of fire, steam and lock out/tag out.
8. Demonstrates the ability to manage power production schedules, goals and deadlines effectively.
9. Demonstrates the ability to communicate, cooperate and work effectively with supervisors and other employees.

G. POWER PLANT OPERATOR JOB TIERS:

Power Plant Operator I

Minimum of one (1) year as a Power Plant Operator. The Power Plant Operator one (1) is proficient in all essential job functions, and duties of a Power Plant Operator one (1) and a Power Plant Technician. The Operator 1 is capable and able to run the Power Plant without supervision. Must hold a current 1st class Montana state boilers license. Works with other operators to maintain efficiency and high quality of power generation and steam output for the plant site. Able to train and evaluate new operators and technicians.

Power Plant Operator II

Must be a current Power Plant Technician or a Power Plant Operator. The Power Plant Operator II (2) must hold a first (1) class Montana state boilers license. The Operator II (2) is capable of performing a controlled plant and emergency shut down and knows how to line up and operate the systems from a cold start up. The Power Plant Operator II (2) is knowledgeable and able to perform all essential job functions and duties of a Power Plant Operator II (2). Is capable and able to run the Power Plant without supervision. Works closely with other Power Plant Operators, Power Plant Technicians, Kiln Operators, Plant Foremen and other employees

OCCUPATIONAL MEDICINE

JOB ANALYSIS/PHYSICAL DEMANDS SUMMARY

EMPLOYEE: _____ EMPLOYER: F.H. STOLTZE LAND & LUMBER COMPANY

JOB TITLE: POWER PLANT OPERATOR

I. PHYSICAL DEMANDS	Rarely (1 - 5%)	Occasionally (6 - 33%)	Frequently (34 - 66%)	Continuously (67 - 100%)
A. Sitting	_____	<u>X</u>	_____	_____
B. Standing	_____	_____	<u>X</u>	_____
C. Walking	_____	_____	<u>X</u>	_____
D. Driving	<u>X</u> -----	<u>X (Front-end loader)</u>	_____	_____
E. Lifting				
1. 0 - 10 lbs. Level	_____	<u>X</u>	_____	_____
	<u>Ground to waist</u>	_____	_____	_____
2. 11 - 20 lbs. Level	_____	<u>X</u>	_____	_____
	<u>Ground to waist</u>	_____	_____	_____
3. 21 - 35 lbs. Level	_____	<u>X</u>	_____	_____
	<u>Ground to waist</u>	_____	_____	_____
4. 36 - 50 lbs. Level	<u>X</u>	_____	_____	_____
	<u>Ground to waist/shoulder</u>	_____	_____	_____
5. 51 - 100 lbs. Level 75#	<u>X</u>	_____	_____	_____
	<u>Knee to waist</u>	_____	_____	_____
6. Over 100 lbs. Level N/A	_____	_____	_____	_____
F. Carrying				
1. 0 - 10 lbs. Distance	_____	<u>X</u>	_____	_____
	<u>Up to 10 feet</u>	_____	_____	_____
2. 11 - 20 lbs. Distance	_____	<u>X</u>	_____	_____
	<u>Up to 10 feet</u>	_____	_____	_____
3. 21 - 35 lbs. Distance	_____	<u>X</u>	_____	_____
	<u>Up to 10 feet</u>	_____	_____	_____
4. 36 - 50 lbs. Distance	<u>X</u>	_____	_____	_____
	<u>Up to 10 feet</u>	_____	_____	_____
5. 51 - 100 lbs. Distance N/A	_____	_____	_____	_____
6. Over 100 lbs. Distance N/A	_____	_____	_____	_____
G. Push / Pull Activity / Object	<u>X</u> -----	<u>X (Up to 155#)</u>	<u>X (Up to 25#)</u>	_____
	<u>Levers/chains, wheelbarrow, broom, scraper bar, cabinet</u>	_____	_____	_____
H. Stooping / Bending	<u>X</u>	_____	_____	_____
I. Squatting	<u>X</u>	_____	_____	_____
J. Kneeling	<u>X</u>	_____	_____	_____
K. Crawling	<u>X</u>	_____	_____	_____
L. Twisting	<u>X</u>	_____	_____	_____

EQUIPMENT (POWER PLANT OPERATOR)
LIFT/CARRY

<u>ITEM</u>	<u>WEIGHT</u>	<u>LEVEL LIFTED</u>
Shovel	5# empty Up to 25# with ash	Ground to waist
Broom	5#	Waist level
Scraper bar	15#	Ground to waist
Salt (bags)	50#	Ground to shoulder
Wheelbarrow handle	75#	Knee to waist

PUSH/PULL

<u>ITEM</u>	<u>FORCE REQUIRED</u>
Loader	Up to 10#
Draft	15#
Fuel gates	25#
Levers for blowdown valves	27 - 75#
Wheelbarrow	30#
Damper	35 - 100#
Scraper (cleaning grates)	Up to 50#

Lifts/carries over 50# are assisted when/where possible by use of cart, hoist, forklift, crane or coworker assistance. All lifts/carries over 75# are with device or coworker assistance

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