

F.H. STOLTZE LAND & LUMBER COMPANY

JOB DESCRIPTION/PHYSICAL DEMANDS SUMMARY

A. JOB TITLE: Power Plant Technician

B. JOB QUALIFICATIONS:

Must be 18 years or older, high school graduate or equivalent preferred, strong mathematical, analytical and problem-solving skills required. Experience in operating, repairing and troubleshooting equipment given preference, front end loader experience preferred. 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. A 3rd Class Montana Boiler Operator License or equivalent is preferred, but not necessary. 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, and the Power Plant Operators. The Power Plant Technician is responsible for all duties outside of the boiler control room while on duty. This includes, but is not limited to: fuel in-feed, water treatment and emissions control, making periodic fire-watch and security rounds throughout the plant site, managing the kilns, greasing, oiling, ensuring proper operation of the hog and all conveyors, monitoring dam level in Trumbull Creek, routine preventative maintenance, ash handling and disposal, and cleanup. Works closely with the Power Plant Operators, Plant Superintendent, Plant foremen, and Kiln Operators

D. ESSENTIAL JOB FUNCTIONS:

1. Operates front-end loaders and conveyer controls to bring fuel into the boilers.
2. Operation and maintenance on the Hog.
3. Some basic water chemistry tests, including reading and logging water meters.
4. Changes water and air filters.
5. Reading and logging data on water meters, gages, sight glasses, etc.
6. Assists in repairs to boiler, piping, valves and gauges as necessary.
7. Monitors chips, sawdust, shavings and bark and reports to the Power Plant Operator on any fuel issues.
8. Monitors the status of the truck bins and fuel storage bins.
9. Makes periodic fire-watch and security rounds.
10. Plant wide fire protection inspections, maintenance and repairs.
11. Ash Handling and disposal.
12. Plowing/shoveling snow and general grounds work in the Cogen/Kiln areas.
13. Works in accordance with safe operating practices.
14. 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 Millwright with major boiler and equipment repairs.
4. Able to obtain a Montana 3rd class boiler license
5. Performs other duties as assigned.

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. Demonstrates safe, reliable and dependable work habits.
5. Demonstrates knowledge of and compliance with safe operating procedures, especially concerning hazards of fire, steam and lock-out/tag-out
6. Is a valued team member.
7. Demonstrate the ability to communicate, cooperate and work effectively with other employees and supervisors.
8. Demonstrates the desire and ability to engage in repair, maintenance and fabrication activities.

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.

Power Plant Technician V (5)

The Power Plant Technician 5, learns how to safely and efficiently operate a front-end loader to perform the various tasks needed at the power plant, will also learn all duties of a Power Plant Technician such as sampling and documenting moisture levels on hog fuel, unplug and perform maintenance on conveyors, water testing and meter readings, pull Kiln carts, learn how to drain and reset valve houses. Takes initiative when there is down time for cleanup and assist other departments as needed. The Power Plant Technician V (5) works closely with other technicians, boiler operators, kiln operators and other plant employees.

Power Plant Technician IV (4)

The Power Plant Technician IV (4) has a current Montana 3rd class boiler license. And is knowledgeable in safe and efficient Power Plant operations. Abides by all safe operating procedures and has the ability to understand and perform all job essential job functions, performance standards and all technician duties. Able to assist in training of new technicians. The Power Plant Technician IV (4) works closely with other technicians, boiler operators, kiln operators and other plant employees.

Power Plant Technician III (3)

Preferred Minimum of one (1) year of experience in safe and efficient and efficient Power Plant operations. Abides by all safe operating procedures and is proficient in all job essential technician job functions and performance standards. Able to train and evaluate new technicians. Has a current Montana 2nd class boiler license. The Power Plant Technician III (3) works closely with other technicians, boiler operators, kiln operators and other plant employees.

JOB ANALYSIS/PHYSICAL DEMANDS SUMMARY

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

JOB TITLE: POWER PLANT TECHNICIAN

| 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> | _____ | _____ | _____ |

| Power Plant Technician | Rarely (1 - 5%) | Occasionally (6 - 33%) | Frequently (34 - 66%) | Continuously (67 - 100%) |
|------------------------|--------------------|---------------------------|--------------------------|-----------------------------|
| M. Climbing | _____ | <u>X</u> | _____ | _____ |

| Activity | <u>Vertical ladder (20 steps - 12" each), stairs (18 steps), onto equipment (up to 30" step)</u> | | | |
|----------------------|--|----------|----------------|--|
| N. Balance | | <u>X</u> | | |
| O. Reaching | | | | |
| 1. Above Shoulder | <u>X-----X</u> | | | |
| 2. At Shoulder | <u>X-----X</u> | | | |
| 3. Below Shoulder | | | <u>X-----X</u> | |
| P. Hands | | | | |
| 1. Simple Grasp | | | <u>X</u> | |
| 2. Firm Grasp | | <u>X</u> | | |
| 3. Fine Manipulating | | <u>X</u> | | |
| Q. Head / Neck | | | | |
| 1. Static | <u>X</u> | | | |
| 2. Flexion | | | <u>X</u> | |
| 3. Rotation | | | <u>X</u> | |
| R. Feeling | <u>X</u> | | | |
| S. Talking | | <u>X</u> | | |
| T. Hearing | | | <u>X</u> | |
| U. Tasting/Smelling | | <u>X</u> | | |
| V. Vision | | | | |
| 1. Near Acuity | | <u>X</u> | | |
| 2. Far Acuity | | <u>X</u> | | |
| 3. Depth Perception | | <u>X</u> | | |
| 4. Accommodation | | <u>X</u> | | |
| 5. Color Vision | | <u>X</u> | | |
| 6. Field of Vision | | <u>X</u> | | |

II. **EQUIPMENT** Front-end loader, boiler equipment – See equipment list on next page.

III. **ENVIRONMENTAL CONDITIONS**

- A. Inside 20 % Outside 80 %
- B. Temperature (Non-Weather Related): Normal X Extreme Cold ___ Extreme Heat X
- C. Humidity (Non-Weather Related): Normal X Wet ___ Dry ___
- D. Hazards: Mechanical X Electrical X Chemical X Burns X Cuts X Noise X Dust X Fumes X
Heights X Moving Machinery X Vibration X Slippery Surfaces X Explosives ___
Other _____
- E. Safety Equipment Required: Hard hat, appropriate footwear, safety glasses, Hi-Vis vest or coat

IV. **COMMENTS:** _____

Analysis Performed by Sandy Reichhoff, M.A., C.R.C. Date 06-19-09

EQUIPMENT (POWER PLANT TECHNICIAN)
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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