

RESPONSIBILITY OUTLINE



Job Title	Mechanic I-IV		
Department	Generation Maintenance	Pay Status	Hourly
Reports To	Mechanical Supervisor	FLSA Category	Nonexempt
Location	Various		

SUMMARY

Maintain all generation related mechanical components and equipment to ensure the highest availability and efficiency of operation.

Essential Responsibilities

Placement in the position will be based upon the level of competencies possessed.

Mechanical Maintenance

Perform preventive, predictive, and corrective mechanical maintenance, as needed, at all generation facilities with minimal supervision to ensure safe and efficient equipment and facility operation.

Troubleshoot and diagnose failure and disassemble, repair, replace, reassemble, install, or test, in an effort to restore equipment to full operating condition.

Initiate and complete work orders and documents on a routine basis.

Take proactive measures to address improvement opportunities.

Anticipate problems, identify potential or recurring problems, and take appropriate action.

Equipment and Tools

Use all machine related tools, powered and non-powered, hydraulic, pneumatic, gas, electrical, and specialty, to perform semi-to-skilled industrial maintenance in a safe manner.

Operate other equipment including forklifts, man lifts, skid steer type loaders, and other mobile equipment.

Operate on and off road vehicles.

Perform bench-work repairs to help maintain equipment spare parts inventory.

Safety

Sunflower employees are expected to approach their personal safety and their coworker's safety with a positive attitude and commitment. Sunflower employees will maintain the highest level of responsibility and accountability in compliance with all safety policies, practices and procedures to ensure a safe working environment.

This includes properly maintaining and caring for applicable safety gear and equipment; identifying, correcting or assisting in resolving safety concerns, including communicating all hazardous conditions; reporting all injuries and near misses immediately to appropriate personnel; and understanding and complying with the Clearance Procedure as applicable.

Culture

Demonstrate personal responsibility and a commitment to Sunflower's culture and core values of technical competency, respect and dignity, accountability, integrity, trustworthiness, and servant leadership to empower or otherwise enable others to optimally perform their job responsibilities. Demonstrate and promote ethics and behaviors consistent with Sunflower's culture, Board policies, and business practices. Understand and fulfill the role and responsibility for all internal policies and procedures of the company to comply with laws, rules, and regulations.

Other Responsibilities

Perform routine housekeeping duties and building maintenance tasks to maintain shop and work areas in a clean and orderly manner.

Perform other tasks as assigned or required to support Sunflower's mission and operations.

Qualifications

Education and Experience

High school diploma and four years heavy industrial mechanical maintenance experience, or equivalent combination of education and experience.

Vocational degree, certificate, or college course work in a related industrial field is preferred.

Knowledge, Skills, Abilities

Good troubleshooting skills using sound mechanical logic, practices, methods, and procedures.

Understand and interpret prints, sketches, drawings, blueprints, schematics, and general piping and instrumentation diagram (P & ID) information.

Able to read and comprehend technical and service manuals and instructions.

Knowledge of coal-fired and/or gas-fired generation units and all associated equipment, systems, and components is preferred.

Successful completion of the Edison Electric Institute (EEI) Power Plant Maintenance Selection System (MASS) Test.

Written, verbal, and interpersonal communication skills at the level required to successfully perform the essential responsibilities of the position.

Able to operate computers and associated programs at the level required to successfully perform the essential responsibilities of the position.

Other

Possess and maintain a valid driver's license.

Able to travel to all Sunflower sites and attend training and meetings out of state as needed.

Regular and prompt attendance is required.

Able to work overtime, both scheduled and/or unscheduled. Able to respond and report to work during off hours in emergency situations.

Promotion Requirements

Employees are expected to progress through the training during the prescribed time period to level IV as a condition of employment per the standards of training for the craft of Mechanic I-IV.

This outline is not all inclusive but rather serves as a general overview of the current business needs. Experience guidelines are not the sole basis for awarding this position and substitutions may be made as they relate to the essential functions, duties, and responsibilities of this position.

EEO Category	6	FLSA Exemption	N/A
FLSA Exemption Justification	N/A		

COMPETENCIES

The following competencies describe the required knowledge, skills, and behaviors that contribute to employee performance and organizational success. Please contact the Department of Organizational Development for definitions of each competency.

Core

- Technical Competency
- Respect and Dignity
- Accountability
- Integrity
- Servant Leadership
- Safety

Technical

- Communication
- Decision Making
- Flexibility
- Initiative
- Problem Solving
- Quality
- Team-Oriented
- Technology Acumen

PHYSICAL AND MENTAL REQUIREMENTS SHEET

This outline is not all inclusive but rather serves as a general overview regarding the physical and mental activities required to perform the job.

Physical Tasks and Exposure

For the following, indicate if the task or exposure during a typical shift is:

Occasional (0-33% of the workday); **F**requent (34-66%); **C**onstant (67-100%)

Task/Exposure	O	F	C
Standing			X
Walking			X
Sitting	X		
Climbing		X	
Crouching		X	
Twisting		X	
Reaching above		X	
Heights over 4 ft	X		
Confined spaces	X		
Variable weather			X
Cold		X	
Heat		X	
Noise over 85 decibels			X
Dust/Dirt		X	
Ionizing radiation	X		
Chemicals		X	
Repetitive - Wrist			X
Repetitive - Elbow			X
Other:			

Task/Exposure	O	F	C
Lifting/Lowering			
<10 pounds			X
11-30 pounds		X	
31-50 pounds	X		
Carrying			
<10 pounds			X
11-30 pounds		X	
31-50 pounds	X		
Pushing			
<10 pounds			X
11-30 pounds		X	
31-50 pounds		X	
51-75 pounds	X		
>75 pounds	X		
Pulling			
<10 pounds			X
11-30 pounds		X	
31-50 pounds	X		

Comments:

For the following, indicate if essential to the position:

Mental Requirements	
Works alone	X
Repetition	X

Audio/Visual	
Hearing/Corrected Hearing	X
Color discrimination	X

Required Examinations			
Physical Capacity Profile (PCP)		Audiogram	
Level 2		Chest X-Ray	X
Level 3		Spirometry	X
Level 4	X	Color	X
Level 5		DOT Physical	

A physical may be substituted for a PCP if it is not available.