



**UNIVERSITY OF
GEORGIA**

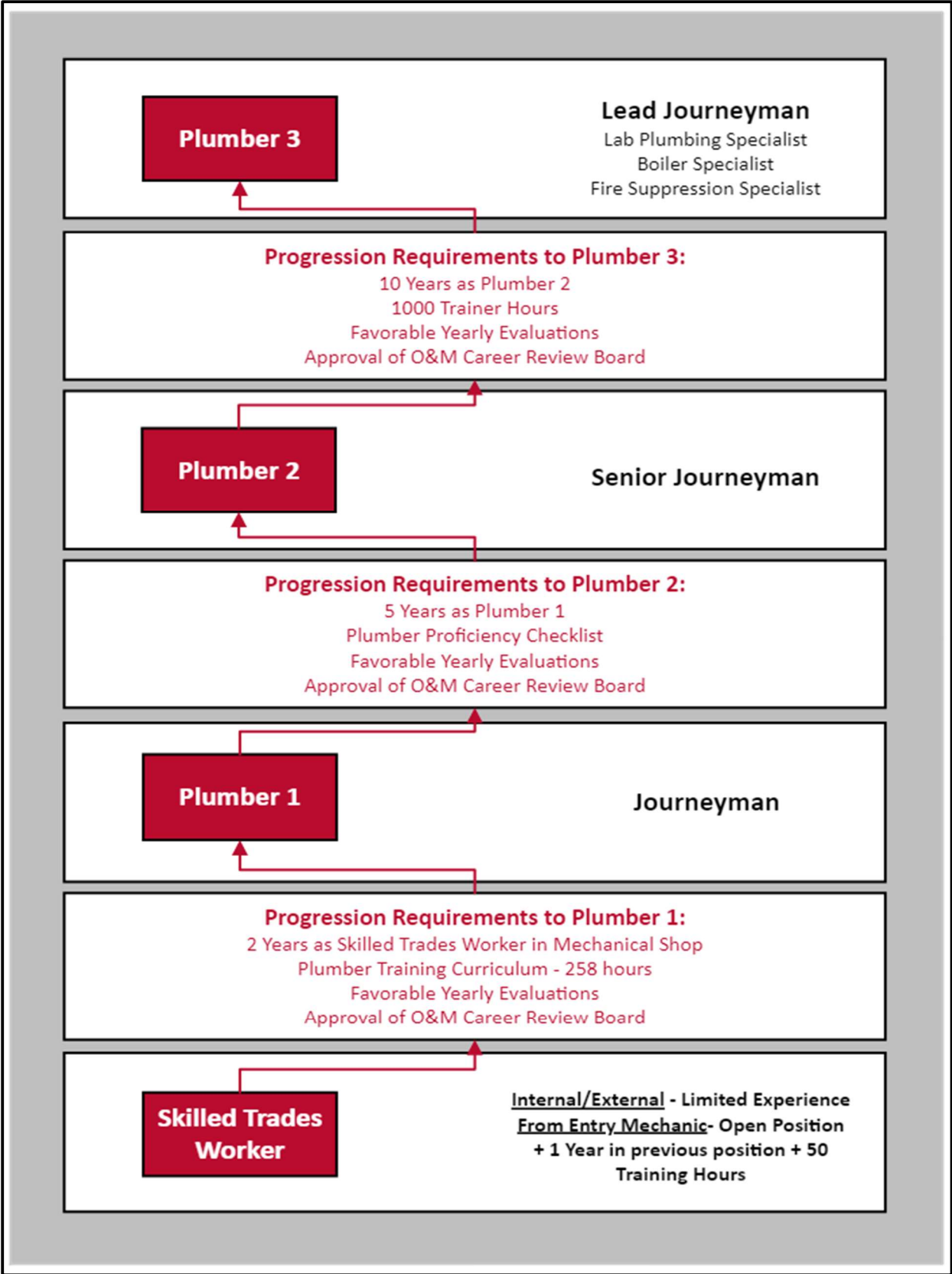
Facilities Management Division
Operations and Maintenance

Career Pathway Advisory Booklet

Plumber

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**Skilled Trades
Worker**

**Internal/External - Limited
Experience
From Entry Mechanic- Open
Position + 1 Year in previous
position + 50 Training Hours**

**Entry Level Position
Plumber Trainee
Limited Developing Skillset
Trade Helper**

Physical and Trade Specific Abilities Necessary for Position:

- *Able to lift up to 75 lbs.
- *Stand, stoop, bend, squat, kneel, crawl, and work with hands above head
- *Work in extreme conditions (hot, cold, wet, confined space, from heights)
 - *Work from standard and extended ladders
 - *Mechanical and/or structural aptitude
 - *Documents in writing
 - *Basic Tool Knowledge and Dexterity
- *Basic knowledge of one mechanical or structural trade minimum
- * Will perform Mechanical and/or Structural troubleshooting with guidance
- *Basic maintenance and upkeep, inspection of mechanical assets and/or structural components
 - *Safely build and utilize scaffolding, ladders, elevated platforms
 - *Basic math (algebra, geometry)

Soft Skills Necessary for Position:

- *Seeks and accepts guidance
 - *Respectful
- *Service-oriented attitude
- *Reading for comprehension
 - *Clear communication
 - *Honest
 - *Good stewardship
 - *Consistency
 - *Good attendance
 - *Reliable
 - *Attentive
 - *Tactful
 - *Curious
- *Team-oriented disposition
 - *Courteous
- *Learning policies and procedures

Job Family: Mechanical Worker Trainee

Job Title: Skilled Trades Worker

Tasks: This position serves primarily to assist senior tradespersons in efforts to maintain and repair mechanical components and features of the University of Georgia's built environment. The person serving in this position can demonstrate an ability to engage and complete basic repairs and troubleshooting methods with supervision, such as repair or replacement tasks of mechanical HVAC equipment and components, various domestic water, chilled water, heated water and steam distribution components, and plumbing issues. This position will serve as a crewmember-in-training on larger or complex plumbing installation, replacement, and repair projects. This position receives instruction and direct supervision from senior technicians, shop manager, and Operations and Maintenance Leadership.

Knowledge, Skills, Abilities and/or Competencies

- Trainee level Tradesperson.
- Ability to accomplish small routine maintenance tasks of moderate complexity and nature.
- Limited developing skillset.
- Some experience and basic understanding of using trades tools such as hand tools, power tools, cutting tools.
- Ability to operate electric and battery-powered tools such as circular saws, miter saws, drills, drill presses, reciprocating saws, table saws with direct supervision.
- Ability to transport building materials over long distances and up several levels.
- Competence to safely build and utilize scaffolding with direct supervision.

Physical Demands:

- Lift, move, carry, handle up to 75 lbs.
- Stand, stoop, bend, squat, kneel, and work with hands above head.
- Work in extreme conditions (hot or cold), trenches, confined spaces, attics, crawlspaces, mechanical rooms, etc.
- Work from a standard and extended ladder

Responsibilities:

- (35%) Perform basic installation, repair and replacement of components of electrical, plumbing, HVAC, chilled water, and/or steam distribution systems Perform general maintenance and upkeep of buildings; inspect assigned buildings/related fixtures, mechanical equipment, machines, and other structural components.
- (35%) Operate electric and battery-powered tools such as circular saws, miter saws, drills, drill presses, reciprocating saws, grinders, metal brakes with direct supervision.
- (15%) Transport building materials over long distances and up several levels.
- (10%) Perform other related duties incidental to the work described herein.
- (5%) Documents in writing performed actions and timekeeping.

Expectations: Consistent behavior indicates:

- a willingness to seek guidance and understanding from peers and manager
- respectfulness and honesty
- a personal commitment to be a good steward of University resources
- complete work assignments consistently and maintains an attendance record that portrays reliability and timeliness
- displays an attentive character
- handles conflict fairly and respectfully, demonstrates tact
- accepts constructive feedback
- engages communication in an appropriate or useful manner
- seeks necessary information to fulfill job responsibilities
- contributes to team efforts
- shows interest in continued employment at UGA
- respectful to team, customers, and student population

The candidate is expected to CONTINUALLY learn new trade skills, processes, and techniques through peer guidance, experience, and formal training provided by FMD, as well as, through self-improvement efforts. This person will learn FMD policies, procedures and general workflow, property locations, mechanical and structural features, navigation of campus, FMD personnel, and basic communication skills between personnel and management. The candidate understands that the Facilities Maintenance Industry is constantly evolving as new challenges surface and new technologies develop, therefore, a successful and promotable employee comprehends the necessity for continual learning and improvement, seeking out opportunities for personal development and professional growth.

This candidate's primary benefit for FMD is that they are willing to commit to the University/FMD general employment details, displays the basic Staff Core Competencies and are willing to develop a trade skillset over time.

For internal candidates, 1 year of experience in current position (Entry Mechanic) is required. Positive relational and organizational familiarity is present. This person understands FMD policies, practices and general workflow, the property locations, the challenges of navigating campus, and effectively demonstrates basic communication skills with personnel and acting manager.

For external hires, a minimum of 2 years of related trades experience is required. Positive relational and organizational familiarity are expected to begin development within the probationary period and satisfactorily evident before forward career progression is pursued.

Education: This position requires the attainment of a high school diploma or GED.

Career Progression Requirements: From this position, the next career progression is Mechanical Worker 1. Progression is contingent on completion of the Journeymen Training Curriculum specific to career trade discipline and approval of the O&M Career review Board. The Review Board analyzes an applicant for promotion based on competency and consistency in current role, general job performance, and a valuing of UGA Staff Core Competencies.

In order to progress, employee will show:

- minimum of 2 years of Facilities (mechanical) experience
- satisfactory evaluations of general job performance and embrace of UGA Staff Core Competencies by the acting Manager

- favorable skills assessment by the Manager of the Vacant Position
- Growth in general trades skills.
- Adherence to safe and courteous execution of work details.
- satisfactory Work Ethic (KSAO)
- attentiveness and listening to instruction (KSAO)
- seeks out information and guidance (KSAO)
- is cooperative within peer group (KSAO)

Journeyman Plumber Training Curriculum

Professional Development

Professionalism & Ethics	4 hours
Departmental Policy and Procedures	4 hours
Trade Math Basic (Fractions, Conversions, Ratios Of Grade/Slope On A Pipe, Percentages, Offsets, Geometry, Heads and Pressures)	6 hours

Total 14 Hours

Tools and Equipment

Pipe Threading, Manual and Electric	2 hours
Cutting Tools, Chain Cutters, Snap Cutters	2 hours
Pro Press	2 hours
Hand Roll Grooving/Manual Grooving and Electric Grooving machine	2 hours
Electric Sewer Cabling	2.5 hours
Jetter	2.5 hours
Fusing	2 hours
Flaring	2 hours

Total 17 Hours

Code and Knowledge of Systems

Plumbing Code	10 hours
Piping Materials – Plastic, Copper, Caste, Steel, Corrosive-Resistant	20 hours
Drawings and Specs	15 hours
Fixtures	10 hours
Roof, Floor, Area Drains	5 hours
Drain Waste and Vent Systems	10 hours
Installing Water Supply Pipes	20 hours
Introduction to Water Distribution Systems	10 hours
Basic Electricity	10 hours
Installing Water Heaters	10 hours
Valves	25 hours
Types of Venting	20 hours
Sizing DWV and Storm Systems	20 hours
Sewage Pumps and Sump Pumps	10 hours
Corrosive-Resistant Waste Piping	8 hours

Total 203 Hours

Safety

Ladder Safety and Fall Protection	0.5 hours
Aerial Lift Safety	0.5 hours
Lab Safety	2 hours
Permit Required Confined Space	1.5 hours
Lock Out/Tag Out	0.5 hours
Defensive Driving	1 hours
CPR/CERT/First Aid	1 hours
OSHA 10	10 hours

17 Hours

Computer Competency

AiM Training Level 1	3 hours
MicroSoft or Google Proficiency Certification	4 hours

Total 7 Hours

Total Hours: 258

All Domain Descriptions refer to General Topics of a nature. Specific Training Providers, Courses, Curriculum, or Content must be presented to the O&M Career Board for review and approval.

Hours are approximate and can be tailored to meet an individual's specific gaps in knowledge or experience.

Plumber 1

Requirements:

2 years as Skilled Trades Worker + Completion of the Journeyman Plumber Training Curriculum

**Journeyman Level Position
Plumber Generalist
Core Skillset
Applying Training and Senior Guidances**

Physical and Trades Abilities Necessary for position:

Able to lift up to 75 lbs
Stand,stoop,bend,squat,kneel, crawl, and work with hands above head
Wwork in extreme conditions (hot, cold, wet, confined space, from heights)
Work from standard and extended ladders
Structural aptitude
Documents in writing
Intermediate computer literacy
Journeyman Tool Knowledge and dexterity
Journeyman knowledge within structural trade specialization
Journeyman troubleshooting and repair within structural trade specialization
Basic ability to assist all trades outside of specialization
Interpret written and verbal instruction, reads blueprints
Recognize and avoid hazards and hazrdous materials
Safely build and utilize scaffolding, ladders, elevated platforms
Intermediate math (algebra, geometry)

Soft Skills Necessary for position:

Strong customer service
Professional relationship building
Integrity
Ensures sustainable practices
Good time management
Active listener
Tactful
Problem-solver
Implementaion of policies and procedures
Discerns and weighs options for problem solving
informs leadership with recommendations

Job Family: Mechanical Worker

Job Title: Plumber 1

Tasks/ Position Summary: This position requires the applicant to have achieved a Journeyman level Plumbing skillset; able to install, repair, and replace existing components of Potable Water Systems and Sanitary Systems, within University Facility water distribution and evacuation systems from the point of existing interior building structure to and including fixtures. This position is responsible for troubleshooting noncomplex plumbing problems and providing preventive, reactive/corrective, and predictive solutions for such problems routinely. This position will serve as a crewmember on larger or complex plumbing installation, replacement, and repair projects. This position receives instruction and direct supervision from senior technicians, shop manager, and Operations and Maintenance Leadership.

Knowledge, Skills, Abilities and/or Competencies:

- Journeyman level Tradesperson.
- Ability to troubleshoot non-complex plumbing component failures.
- Ability to act independently regarding noncomplex/routine installations, replacements, and repairs with some general guidance.
- Experience using hand tools, power tools, cutting tools, threading machines, drain augers, soldering/brazing equipment.
- Experience working with, copper, plastic, galvanized, PVC, PPR, cast iron, stainless steel, brass piping.
- Experience clearing waste lines.
- Has a developed ability to communicate within organization pertinent and accurate information to facilitate multi-personnel repair efforts.
- Competence to assess next steps, communicates to manager specific trade needs to resolve.
- Competence to perform all construction, remodel, repair, replacement and renovation duties in accordance with departmental standards and applicable code as assigned.

Physical Demands:

- Lift, move, carry, handle up to 75 lbs.
- Stand, stoop, bend, squat, kneel, and work with hands above head.
- Work in extreme conditions (hot or cold), trenches, confined spaces, attics, crawlspaces, mechanical rooms, etc.
- Work from standard and extended ladders

Responsibilities:

- (30%) Repair, install, and replace components of potable and sanitary systems (piping, couplings, elbows, tees, ball valves, caps, flanges, etc.), and fixtures (sinks, faucets, toilets, urinals, water fountains, ice makers, etc.) and fixture components (washers, o-rings, cartridges, automatic sensor assemblies, actuator valves, flush valves, etc.) within University buildings and campus infrastructure.
- (30%) Performs routine preventive maintenance to plumbing systems.

- (25%) Assists in troubleshooting various routine plumbing problems. Serves as a crew member on larger plumbing installation, repair and replacement projects.
- (10%) Perform other related duties incidental to the work described herein.
- (5%) Documents in writing performed actions and timekeeping.

Expectations: Consistent behavior indicates

- Formation and maintenance of productive relationships while considering multiple perspectives
- Keeps promises and commitments
- Shows efficient use of institutional resources and identifies areas of conservation
- Completes work assignments to best of ability and in a timely manner even under pressure
- Listens for understanding, cognizant of verbal and non-verbal cues, seeks to understand a differing point of view without overreaction
- Tailors communication to serve the needs of the situation
- Contributes to problem-solving
- Familiar with University internal structuring and understands the internal processes of workflow
- Often determines pros and cons to a course of action before making decisions, identifies thoughtful solutions that avoids common error
- Delegates decision making when necessary, recommends solutions
- Demonstrates diplomacy and tact

The candidate is expected to CONTINUALLY learn new trade skills, processes, and techniques through peer guidance, experience, and formal training provided by FMD, as well as, through self-improvement efforts. This person will learn FMD policies, procedures and general workflow, property locations, mechanical and structural features, navigation of campus, FMD personnel, and basic communication skills between personnel and management. The candidate understands that the Facilities Maintenance Industry is constantly evolving as new challenges surface and new technologies develop, therefore, a successful and promotable employee comprehends the necessity for continual learning and improvement, seeking out opportunities for personal development and professional growth.

For internal candidates, a minimum of 2 years of experience in current position is required, along with successful completion of the Journeyman Plumber Training Curriculum. Positive relationship building and organizational familiarity are present. This person understands FMD policies, practices, and general workflow, is familiar with most property locations, understands basic facilities layout as pertaining to locating mechanical and structural features, and understands the difficulties of navigating campus.

For external hires, a minimum of 4 years of Plumbing experience is required. Positive relational and organizational familiarity are expected to begin development within the probationary period and satisfactorily evident before forward career progression is pursued.

Education: This position requires the attainment of a high school diploma or GED.

Career Progression Requirements: From this position, the next career progression is Plumber 2 and requires 5 years of consistent positive performance as Plumber 1. Progression is contingent on completion of the Plumber Proficiency Checklist, attainment of Journeyman Plumber's License and approval of the O&M Career Review Board. The employee will submit an application for promotion to the O&M Career Review Board. The Review Board analyzes an applicant for promotion based on competency and consistency in current role, general job performance, and a valuing of UGA Staff Core Competencies.

In order to progress, employee will show:

- minimum of 5 years of Facilities experience in current role (Plumber 1)
- satisfactory evaluations of general job performance and embrace of UGA Staff Core Competencies
- completion of Proficiency Checklist
- attainment of Journeyman Plumber's License
- Growth in trade skills
- Adherence to safe and courteous execution of work details.
- satisfactory Work Ethic (KSAO)
- attentiveness and listening to instruction (KSAO)
- seeks out information and guidance (KSAO)
- is cooperative within peer group (KSAO)

Employee Name: _____ Date: _____

Before beginning these modules, employee must complete orientation, including a demonstrable ability to care for trade tools and equipment. Employee must attend safety briefings, special training, and assigned administrative classes. ***By signing off and dating each box, Manager and/or Subject Matter Expert is acknowledging that each proficiency has been witnessed and routinely demonstrated by Employee.***

Module 1: General

- 1. Definition of terms: introduction to plumbing
- 2. Basic knowledge of hand tools.
- 3. Basic knowledge of power tools.
- 4. Basic knowledge of cutting tools.
- 5. Basic knowledge of threading machine.
- 6. Personal protective equipment
- 7. Confined space training
- 8. Asbestos training

Signature & Date:

Module 2: Joining and Assembling Pipe

- 1. Cutting and soldering copper pipe.
- 2. Silfost/ brazing copper pipe.
- 3. Cutting and threading steel/ galvanized pipe.
- 4. Cutting and gluing PVC pipe.
- 5. Making flare connections.
- 6. Using push fit and compression fittings.
- 7. Installation of ProPress fittings.
- 8. Cutting and joining cast iron pipe.
- 9. Installing/repairing mechanical flange joints.
- 10. Installing/repairing Victaulic pipe connections.
- 11. Installing/repairing acid waste pipe connections.
- 12. Tubing bending

Signature & Date:

Module 3: Material Identification and Usage

- 1. Identify different types of pipes and fittings.
- 2. List usage and manufacturer specifications.
- 3. Demonstrate proper pipe supporting methods.
- 4. Calculate piping offsets to avoid obstructions.
- 5. Demonstrate Proper structural penetration techniques.
- 6. Identify proper pipe penetration sealing methods/ materials.
- 7. Install piping using methods learned in module.
- 8. Demonstrate water testing and air testing procedures for piping systems.
- 9. Add a shutoff valve in an existing line.

Signature & Date:

Module 4: Plumbing Fixtures and Hardware

1. Recognize terms used to describe plumbing components.
2. Identify Fixtures, Trim, components etc.
3. Demonstrate procedures used to install fixtures.
5. Installation of plumbing fixtures- Bathroom.
 - a. Lavatory
 - b. Floor mount toilet
 - c. Wall mount toilet
 - d. Urinal
6. Installation of plumbing fixtures- Kitchen.
 - a. Service sink faucet
 - b. Three compartment sink
 - c. Dishwasher
 - d. Ice machine
7. Installation of plumbing fixtures- Laboratory.
 - a. Lab faucet
 - b. Deionized Faucet
 - c. Lab turrets
 - d. Fume Hood hook-up
8. Installation of safety equipment
 - a. Counter top eyewash
 - b. Safety combo
 - c. Safety shower
9. Installation of water fountain/ bottle fillers.

Signature & Date:

Module 5: Fixture Repair

1. Toilet repair
 - a. Flush valve
 - b. Pressure assisted
 - c. Sensor Flush valves
2. Toilet flange repair
3. Faucet repair
 - a. Single handle
 - b. Sensor Faucets
 - c. Laboratory/ Distilled water
 - d. Metering
4. Sink drain repair
 - a. P-traps and trap arms.
 - b. Pop ups and grid strainers.
5. Water fountain repair

Signature & Date:

- a. Repair bubbler
- b. Repair push handles
- c. Replace bottle filler filter

Module 6: Drain Cleaning

- 1. Unstop sink drain
 - a. Plunger
 - b. Auger
 - c. Cable
 - d. Acid
- 2. Unstop toilet
 - a. Plunger
 - b. Auger
 - c. Cable
- 3. Unstop water fountain drain.
- 4. Unstop tub/shower drain.
- 5. Unstop A/C drain.
- 6. Operate sewer camera
- 7. Use jetter to unstop sewer.

Signature & Date:

Module 7: A/C Units

- 1. Installing A/C condensate drain.
- 2. Replacing two and three-way valves.
- 3. Installing piping for fan coil unit.
- 4. Use and installation of Bleeding and balancing valves.
- 5. Adding a p-trap catch condensate from unit

Signature & Date:

Module 8: Gas Piping

- 1. Emergency response
- 2. Leak detection
- 3. Reporting gas leaks to Atlanta Gas Light
- 4. Gas piping installation.
 - a. Threaded pipe
 - b. Flare piping
 - c. Silfost piping

Signature & Date:

Module 9: Underground Pipe Repair.

- 1. Leak investigation
- 2. Call before you dig
- 3. Trench safety
- 4. Pipe repair
 - a. Ductile

Signature & Date:

- b. PVC
 - c. Clay
 - d. Galvanized
 - e. Gas piping
8. Backfilling

Module 10: Reading Blueprints

- 1. Locating prints in plans room
- 2. Reading blueprints
- 3. Plumbing installation layout
- 4. ADA requirements
- 5. Identifying and ordering parts and materials

Signature & Date:

Module 11: Waste and Vent systems.

- 1. Identify circuit vent and usage
- 2. Identify wet vent system and usage
- 3. Identify safe waste vent system and usage
- 4. Demonstrate knowledge of minimum pipe size per fixture units.
- 5. Demonstrate knowledge of minimum slope for drain pipe according to pipe size
- 6. Calculate fixture unit values
 - a. Per fixture
 - b. Per fixture group.
 - c. Per fixture trap size.

Signature & Date:

Module 12: Cross Connections and Public Safety.

- 1. Water temperature tolerances
 - a. Tempered water
 - b. Hot water
 - c. Heating water
 - d. Commercial kitchen
- 2. Backflow prevention.
 - a. Testing
 - b. Repair
- 3. Direct and indirect drain connections.
- 4. Boilers/ water heaters troubleshooting
 - a. Steam
 - b. Electric
 - c. Gas
- 5. T&P valves.
- 6. Pressure reducing valves for buildings and equipment.
 - a. Pressure testing

Signature & Date:

- b. Adjusting
- 7. Recirculating pumps.
 - a. Installation
 - b. Troubleshooting hot water circulating problems
- 8. Fire Protection
 - a. Valve and system identification
 - b. Contacting contractor or housing to disable smoke and fire alarms

Module 13: Job Related Documentation and Customer Service.

- 1. Receiving /reading work orders.
- 2. Customer relations
 - a. Work Order contact information
 - b. Customer job updates
 - c. Complaint resolution
- 3. Completing work orders.
- 4. Daily time sheet.

Signature & Date:

We certify that _____, has completed their training and can now routinely demonstrate journeyman-level skills in the above-written aspects of the Plumbing trade and has completed the proficiency requirements.

Employee Signature:

Date:

Manager Signature:

Date:

Subject Matter Expert Signature:

Date:

O&M Career Review Board (Chair) Signature:

Date:

O&M Director Signature:

Date:

Plumber 2

Requirements:

5 years as Plumber 1 +
Completion of the Plumber
Proficiency Checklist

**Senior Journeyman Level Position
Plumber Specialist
Full Skillset
Demonstrated Proficiency**

Physical and Trade Specific Abilities Necessary for Position:

- *Documents in writing
- *Thorough computer literacy
- *Performs design inquiry and assessment
- *Senior Journeyman Tool Knowledge and dexterity
- *Senior Journeyman knowledge within mechanical trade specialization
- *Senior Journeyman troubleshooting and repair within mechanical trade specialization
- *Intermediate ability to assist all trades outside of specialization
- *Interpret and communicate written and verbal instruction, reads and communicates blueprint and design
- *Recognize and avoid hazards and hazardous materials
- *Safely build and utilize scaffolding, ladders, elevated platforms
- *Advanced math as applicable to trade (algebra, geometry, trigonometry)
- *Performs diagnosis and repairs with entire applicable systems/designs in mind
- *Ability to utilize controls/automation circuitry and programs

Soft Skills Necessary for Position:

- *Informs policies and procedures
- *Accepts ownership of finding solutions
- *Seeks and encourages others in pursuit of sustainable practices
- *Facilitates team effort
- *Good reputation
- *Mediates conflict
- *Resource for institutional knowledge
- *Anticipates process barriers and mitigates effects
- *Views employment position within the holistic framework

Job Family: Mechanical Worker

Job Title: (Plumber) 2

Tasks/ Position Summary: This position requires the applicant to have achieved an Advanced (Senior) Journeyman level Plumbing skillset; able to troubleshoot and diagnosis systemic problems, able to install, repair, and replace components of Potable Water Systems, Sanitary Systems, and Storm Water Systems within University Facility water distribution and evacuation systems from the point of existing interior and exterior infrastructure to and including fixtures. This position is responsible for troubleshooting complex plumbing problems and providing preventive, reactive/corrective, and predictive solutions for such problems routinely. This position will serve as a crew lead on larger or complex plumbing installation, replacement, and repair projects addressing Potable Water, Sanitary, and Storm Water Systems. This position receives direction from trade Leads, shop manager, engineers, project managers, and Operations and Maintenance Leadership.

Knowledge, Skills, Abilities and/or Competencies:

- Advanced (Senior) Journeyman level Tradesperson.
- Journeyman's License.
- Backflow License.
- Advanced knowledge of the National Plumbing Code.
- Ability to troubleshoot and diagnosis of complex Potable, Sanitary, Storm Systems issues.
- Competence to act independently regarding complex systemic problems, installation, replacements, and repairs.
- Experience reading and interpreting blueprints, diagrams, drawings, specification sheets and labels.
- Understands systems holistically. Aware of the effects addition, reduction, and manipulation of components and designs can have overall.
- Experience performing installations and reconfiguring initiatives of plumbing systems.
- Experience executing underground repairs.
- Experience plumbing in research and lab environments.
- Experience calculating offsets, pressures, area, and volume.
- Experience with valves, pumps, strainers, backflow preventers, boilers, hot water heaters, distribution system manual valves, motor-controlled valves, traps/strainers, drains, and automated flush mechanisms.
- Experience piping in HVAC equipment and components within Hydronic Chilled and Hot Water Distribution Systems.
- Experience threading and grooving pipe.
- Experience installing and testing Backflow Devices.
- Has a developed ability to communicate within organization pertinent and accurate information to facilitate multi-personnel repair efforts.
- Competence to assess next steps, communicates to manager specific trade needs to resolve issues.
- Competence to perform all construction, remodel, repair, replacement and renovation duties in accordance with departmental standards and applicable code.

Physical Demands:

- Lift, move, carry, handle up to 75 lbs.
- Stand, stoop, bend, squat, kneel, and work with hands above head.

- Work in extreme conditions (hot or cold), trenches, confined spaces, attics, crawlspaces, mechanical rooms, etc.
- Work from a standard and extended ladder

Responsibilities:

- (40%) Repair, install, and replace water supply and sanitary sewer piping, fittings, fixtures (sinks, faucets, toilets, urinals, etc.) valves, pumps, strainers, backflow preventers, boilers, hot water heaters, and water supply lines to equipment and appliances interior to campus buildings. Piping in Hydronic chilled water and hot water distribution systems relating to HVAC equipment.
- (30%) Repair, install, and replace exterior Potable Water, Sanitary, and Storm Systems and related infrastructure across campus.
- (15%) Troubleshoot routine and non-routine plumbing systems and equipment problems and execute emergency repairs on building plumbing or campus Potable, Sanitary, and Storm systems.
- (10%) Perform other related duties incidental to the work described herein.
- (5%) Documents in writing performed actions and timekeeping.

Expectations: Consistent behavior indicates:

- Enhances departmental efforts to seek different perspectives to facilitate solutions and refine processes.
- Is seen as a mentor and trusted to resolve problems, both technically and professionally.
- Encourages others to use institutional resources responsibly and understands the long-term significance of resource preservation.
- Facilitates team efforts to achieve best results and shared accountability.
- Good reputation for thoughtfulness when receiving information and is able to relay direction to team members.
- Mediates conflict in a constructive manner.
- Demonstrates logical verbal and written communication.
- Is a resource for institutional knowledge.
- Anticipates process barriers and mitigates effects of system gaps. Demonstrates knowledge of the University's holistic framework and sees the facilities component to the University's mission in context of the whole.

The candidate is expected to CONTINUALLY learn new trade skills, processes, and techniques through peer guidance, experience, and formal training through means provided by FMD and through self-improvement efforts. This person will learn FMD policies, practices and general workflow, property locations, mechanical and structural features of each building within a zone, navigation of campus, FMD personnel, and basic communication skills between personnel and acting manager. The candidate understands that the Facilities Maintenance Industry is constantly evolving as new challenges surface and new technologies develop, therefore, a successful and promotable employee comprehends the necessity for continual learning and improvement, seeking out opportunities for personal professional growth.

For internal candidates, a minimum of 5 years of experience in Plumber 1 position is required. Possession of a Journeyman's License and a Backflow License is required. Positive relationship building

and organizational familiarity are present. This person understands FMD policies, practices, and general workflow, is familiar with most property locations, understands basic facilities layout as pertaining to locating mechanical and structural features, and understands the difficulties of navigating campus.

For external hires, a minimum of 10 years of trades experience is required. Possession of a Journeyman's License and a Backflow License is required. Positive relational and organizational familiarity are expected to begin development within the probationary period and satisfactorily evident before forward career progression is pursued.

Education: This position requires the attainment of a high school diploma or GED. This position requires a Journeyman's Plumber License and Backflow License.

Career Progression Requirements: From this position, the next career progression is Plumber 3 and requires 10 years of consistent positive performance as Plumber 2. Progression is contingent on completing 1000 trainer hours per year, in which the employee will participate in presenting trade mentoring, institutional knowledge, and planned training sessions. Employee must obtain a Master Plumber's License. The employee will submit an application for promotion to the O&M Career Review Board. The Review Board analyzes an applicant for promotion based on competency and consistency in current role, general job performance, and a valuing of UGA Staff Core Competencies.

In order to progress, employee will show:

- minimum of 10 years of Facilities experience in current role (Plumber 2)
- satisfactory evaluation(s) of general job performance and embrace of UGA Staff Core Competencies by the acting Manager
- completion of 1000 Trainer Hours
- Attainment of Master Plumber's License.
- Adherence to safe and courteous execution of work details.
- satisfactory Work Ethic (KSAO)
- attentiveness and listening to instruction (KSAO)
- seeks out information and guidance (KSAO)
- is cooperative within peer group (KSAO)

Plumber 3

Requirements:

Eligibility Restricted To Intenal
Candidates Only.

10 years as Plumber 2 + 1000
Trainer Hours

**Trade Lead Level Position
Plumber, Institutional Expertise
Integrated Mechanical Skillsets
Understands Holistic Approach to Problem Solving
Coach**

Physical and Trade Specific Abilities Necessary for Position:

- *Directs emergency repairs
- *Leads Project crews
- *Documents in writing
- *Performs recommissioning/test and balance diagnosed repairs and corrections to mechanical equipment, infrastructure, distribution systems, per shop duties as related to Operations & Maintenance purview
- *Developes strategies to repair, improve, correct
- *Enters timekeeping data into CMMS and timekeeping software
- *Lead Level troubleshooting and repair within mechanical trade specialization
- *Interpret and communicate written and verbal instruction, reads and communicates blueprint and design information
- *Advanced math as aplicable to trade(algebra, geometry, trigonometry,calculus)
- *Performs diagnosis and repairs with entire applicable systems/designs in mind
- *Ability to utilize controls/automation circuitry and programs

Soft Skills Necessary for Position:

- *Coaches and teaches others to act equitably and inclusively
- *Seeks and encourages others in pursuit of sustainable practices
 - *Accepts ownership of finding solutions
 - *Effective communicator through all mediums
 - *Mediates conflict
 - *Facilitates team effort
 - *Expert resource for instituional knowledge
 - *Seeks mastery
 - *Readily shares knowledge and experience
- *Consistently demonstrates appreciation of University resources,structures, procedures, and processes
 - *Critical thinker
 - *Cooperative, values others highly
- *Service oriented, willing to spend extra time to ensure complete and agreeable conclusions
 - *Informs policies and procedures

Job Family: Mechanical Worker

Job Title: Plumber 3

Tasks/ Position Summary: This position requires the applicant to be a Campus Expert regarding Plumbing Systems and Infrastructure. This position requires possession of a Master Plumber's License and Backflow license. The applicant must be able to demonstrate the ability to troubleshoot & repair steam fired heat exchanger issues, an understanding of boilers and associated repairs needed or installations, ability to work on wet and dry fire systems (reset dry valves, replace flow switches, tamper switches, and pressure switches), and the ability to attain Boiler Certification. This position receives direction from shop manager, engineers, project managers, and Operations and Maintenance Leadership.

Knowledge, Skills, Abilities and/or Competencies:

- Master level Tradesperson.
- Master Plumber's License.
- Maintain a Backflow License.
- Expert knowledge of Plumbing Code.
- Expert knowledge of UGA Standards.
- Ability to troubleshoot, diagnosis, install, and repair of boilers, heat exchangers, wet and dry sprinkler systems, vacuum systems, gas systems.
- Competence to inform Engineers and Project Managers concerning system design.
- Leadership skillset.
- Has a developed ability to communicate within organization pertinent and accurate information to facilitate multi-personnel repair efforts.
- Competence to assess next steps, communicates to manager specific trade needs to resolve.
- Competence to perform all construction, remodel, repair, replacement and renovation duties in accordance with departmental standards and applicable code.

Physical Demands:

- Lift, move, carry, handle up to 75 lbs.
- Stand, stoop, bend, squat, kneel, and work with hands above head.
- Work in extreme conditions (hot or cold), trenches, confined spaces, attics, crawlspaces, mechanical rooms, etc.
- Work from a standard and extended ladder

Responsibilities:

- (40%) Assesses performance of complex building systems, develops strategies to repair, improve, and correct. Solves complex Plumbing/Infrastructure problems. Troubleshoot & repair steam fired heat exchanger issues, boilers & repairs as needed.
- (25%) Modify and adjust Plumbing and Infrastructure system sequences.
- (20%) Works on fire systems wet & dry (reset dry valves, replace flow switches, tamper switches, and pressure switches). Test backflows & document readings.
- (10%) Perform other related duties incidental to the work described herein.
- (5%) Documents in writing performed actions and timekeeping.

Expectations:

- Coaches and teaches others in departmental development of diverse, equitable, and inclusive team construction and sustenance.
- Seeks sustainable methods and alternatives to legacy procedures.
- Promotes and accepts accountability and ownership, sees problems through to resolve.
- Asks clarifying questions to gain clear understanding and coherent, thorough direction.
- Handles conflict fairly and respectfully, advocates for common ground and team effort.
- Effectively shares information through different means, can be clearly understood.
- Is an expert resource for institutional knowledge.
- Frequently reflects on ways to improve own performance and identifies specific areas for improvement. Seeks to master new ideas, skills, and concepts.
- Readily shares knowledge and experience with others to enable them to improve and attain goals, as well as to improve collaboration and facilitate successful endeavors.
- Consistently demonstrates an appreciation of University resources, structures, procedures and processes and seeks to improve the University's efficiency and effectiveness of its' stated mission.
- Makes critical decisions after thorough but timely assessments of risks, benefits, quality of information, and other elements of consideration within problem-solving evolutions.
- Cooperative in nature, values others highly, willing to learn from others including subordinates.
- Service oriented, willing to spend extra time with customers and coworkers to ensure full understanding and agreeable conclusions.

The candidate is expected to CONTINUALLY learn new trade skills, processes, and techniques through peer guidance, experience, and formal training through means provided by FMD and through self-improvement efforts. This person will learn FMD policies, practices and general workflow, property locations, mechanical and structural features of each building within a zone, navigation of campus, FMD personnel, and basic communication skills between personnel and acting manager. The candidate understands that the Facilities Maintenance Industry is constantly evolving as new challenges surface and new technologies develop, therefore, a successful and promotable employee comprehends the necessity for continual learning and improvement, seeking out opportunities for personal professional growth.

For internal candidates, a minimum of 10 years of experience in current position (Plumber 2) is required. Possession of a Master Plumber's License is required. Positive relational and organizational familiarity is present. This person understands FMD policies, practices, and general workflow, the property locations, mechanical and structural features each building within a zone, navigation of campus, FMD personnel, and basic communication skills between personnel and acting manager.