



## Job Description

**Job Title:** Mechanic  
**Department:** Maintenance  
**Approved Date:** December 2024

**FLSA Status:** Non-Exempt  
**Reports To:** Maintenance Supervisor

**Salary Range**  
**\$28.12 - \$34.28 Hourly**

### GENERAL SUMMARY

Under general supervision maintains, repairs, and overhauls Kern Delta Water District (District) facilities, well sites, automobiles, trucks, and other equipment by performing the following duties.

### ESSENTIAL DUTIES & RESPONSIBILITIES

- Ability to establish and maintain effective working relationships with co-workers and others encountered during the course of work.
- Function in a safe manner with an emphasis on adhering to workplace safety protocols.
- Maintain a clean and organized shop/work area.
- Maintain tools and equipment in an organized manner.
- Troubleshoot, maintain and repair full range of vehicles and equipment, including but not limited to, gasoline, diesel, electric, and propane powered vehicles and equipment.
- Ability to exercise independent judgment and initiative without close supervision.
- Operate and maintain a wide variety of hand, power, and shop tools and equipment.
- Estimate necessary materials, time, and cost required to properly repair equipment.
- Prepare basic records and reports, read and interpret manuals, specifications, and drawings.
- Maintain accurate records and implement a preventative maintenance program.
- Utilize all diagnostic equipment such as scanners and laptops to perform repairs, programming, and updates as needed to complete repairs.
- Perform welding, fabricating, and modifications as needed.

- Raise vehicles, with hydraulic jack or hoist, to gain access to mechanical units bolted to the underside of vehicles.
- Install and replace a variety of Original Equipment Manufacture (OEM) and aftermarket parts and devices.
- Diagnose and perform major and minor repairs.
- Disassemble units and inspect parts for wear.
- Be available for after-hours call out and on-call status as needed for emergency situations.
- **All other duties as assigned.**

## **EDUCATION & EXPERIENCE**

- High School diploma or General Education Degree (GED).
- Three (3) years' related experience and/or training as a mechanic or equivalent combination of training and experience.

## **KNOWLEDGE, SKILLS, & ABILITIES**

- Possess a positive attitude and strong attention to detail.
- Ability to work in a safe manner at all times.
- Ability to work well with a team and demonstrate strong interpersonal skills.
- Ability to establish and maintain cooperative working relationships.
- Ability to read, write and carry out oral and written directions/instructions.
- Ability to effectively communicate information in one-on-one and small group situations to supervisor and District employees.
- Possess mathematics skills including the ability to add, subtract, multiply, and divide in all units of measure, using whole numbers, common fractions, and decimals.
- Ability to compute rate, ratio, and percent and to draw and interpret graphs.
- Knowledge of operation and maintenance requirements of equipment used in the area assigned.
- Knowledge of occupational hazards and safety precautions applicable to assigned equipment.
- Ability to problem solve.

## **CERTIFICATES, LICENSES, REGISTRATIONS**

- Possession of a valid California Class "C" driver's license.

## PHYSICAL DEMANDS

The physical demands outlined in this table are representative of those that must be met by an employee to successfully perform the essential functions of this job.

### Analysis of Physical Demands

**Key** (Based on typical week):

**N**=Never **R**= Rarely (Less than 1 hour per week) **F**= Frequent (34%-66% of time)

**O**=Occasional (1%-33% of time) **C**=Constant (over 66% of time)

Activity	Frequency					Activity	Frequency				
	N	R	O	F	C		N	R	O	F	C
<b>Lifting/Carrying</b>						<b>Twisting/Turning</b>					
Under 10 lbs				x		Reach over shoulder			x		
11-20 lbs				x		Reach over head			x		
21-50 lbs			x			Reach outward			x		
51-100 lbs		x				Climb			x		
Over 100 lbs	x					Crawl			x		
						Kneel			x		
<b>Pushing/Pulling</b>						Squat			x		
Under 10 lbs				x		Sit			x		
11-20 lbs				x		Walk-Normal Surfaces			x		
21-50 lbs		x				Walk-Uneven Surfaces			x		
51-100 lbs		x				Walk-Slippery Surfaces			x		
Over 100 lbs	x					Stand			x		
						Bend			x		
<b>Driving</b>											
Automatic Trans				x							
Standard Trans		x									
<b>Other</b>											
Keyboard/Ten Key		x									
Fingering (fine dexterity)		x									
Handling (grasping, holding)			x								
Repetitive Motion - Hands			x								
Repetitive Motion - Feet			x								

## WORK ENVIRONMENT

The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job.

While performing the duties of this job, the employee is regularly exposed to moving mechanical parts; uneven surfaces; fumes or airborne particles; and outside weather conditions. The Mechanic position must be comfortable working around water including canals and recharge basins. The noise level associated with this work is consistent with normal shop and outdoor agricultural environments.

**DISCLAIMER**

The statements herein are intended to describe the general nature and level of work being performed by employees and are not to be construed as an exhaustive list of responsibilities, duties, and skills required of personnel so classified. Furthermore, they do not establish a contract for employment and are subject to change at the discretion of the Company.

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