

Stormwater Specialist I

Title: Stormwater Specialist I	FLSA Status: Nonexempt	Supervisory Responsibilities: Yes
Reports to: Stormwater Manager	Department: Stormwater	Date Last Evaluated: October 2025
Schedule: Monday - Thursday 6 a.m. – 4:30 p.m. The worker is subject to on-call rotation.		
<p>Summary</p> <p>This position supervises the Stormwater Crew and manages work orders, inventory of materials and equipment, and addresses other needs for stormwater construction and maintenance work to be completed. This position will be responsible for researching needed materials and equipment and associated costs to improve the performance of construction and maintenance. This position aids in program implementation and projects to comply with the City of Lexington's federally mandated National Pollutant Discharge Elimination System (NPDES) permit. This is accomplished through conducting inspections of public and private construction sites and Stormwater Control Measures; responding to drainage complaints; collecting and editing of stormwater infrastructure inventory program; and providing education and technical assistance to internal and external clients.</p>		
<p>Qualification Requirements</p> <p>To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed below are representative of the knowledge, skills, and abilities required. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.</p>		
<p>Minimum Qualifications</p> <ul style="list-style-type: none"> • Graduation from high school or GED • Two years of experience in construction and maintenance or related environmental field work • Valid NC driver's license or valid out-of-state driver's license with ability to obtain a valid NC driver's license within sixty days of employment and good driving record 		
<p>Knowledge, Skills, and Abilities</p> <ul style="list-style-type: none"> • Basic knowledge of the occupational hazards and safety precautions of the work • Basic knowledge of current construction standards and practices for installing and maintaining a stormwater system • Working knowledge of office equipment, computers, and applicable software • General knowledge of the organization and functions of City government • Ability to perform manual tasks for long periods of time in possibly adverse weather conditions • Ability to learn state and federal environmental stormwater rules and regulations to ensure MS4 permit requirements • Ability to learn stormwater control measures • Ability to operate specialized equipment, including backhoe, mini-excavator, skid steer, roller, grader, and rubber-tired loader • Ability to communicate effectively orally and in writing • Ability to read construction drawings and conduct construction inspections • Ability to train staff and speak publicly about stormwater and environmental rules and regulations in layperson's terminology • Ability to effectively work with the public and internal staff to find solutions to drainage and erosion problems • Ability to establish and maintain effective working relationships with associates, direct reports, and the public • Ability to understand, interpret, and apply technical rules, directives, and regulations • Ability to learn software and maintain stormwater data in geographic information system (GIS) • Ability to make arithmetic computations using whole numbers, fractions, and decimals, compute rates, ratios, and percentages • Ability to research, compile, evaluate, and analyze financial, technical, and other data • Ability to prepare and maintain accurate records and reports • Ability to exercise initiative and independent judgment • Ability to create and maintain a welcoming and inclusive workplace through positive modeling, mentoring, fostering a culture of respect for all, and valuing the differences and contributions of all team members 		
<p>Supervisory Responsibilities</p> <p>Assigns, supervises, trains, and evaluates employees' performance.</p>		
<p>Essential Functions</p> <ul style="list-style-type: none"> • Organizes workflow and type of work performed by stormwater crew and, when needed, joins crew in completing projects • Contributes to and aids in implementation of multiple programs required for compliance under National Pollutant Discharge Elimination System (NPDES) MS4 Stormwater Regulations • Inspects public and private construction sites to ensure compliance with approved design • Responds to citizen complaints and addresses concerns by advising and determining the best course of action • Meets with contractors and SCM owners; reviews and explains construction and maintenance requirements; and reviews progress and quality of work • Investigates and coordinates mitigation of problems with stormwater drainage and other construction-related issues from contractors and public • Prepares letters and communicates with property owners and contractors • Develops, implements, and conducts public education, community outreach programs, and training and educational workshops for property owners, contractors, engineers and developers, and City staff • Contributes to management of City stormwater infrastructure inventory through GIS 		

- Attends Technical Review Committee, local, state and other meetings concerning stormwater-related issues
- Creates and maintains computerized files and databases and conducts analyses using a variety of computer software
- Prepares reports, diagrams, and maps
- Ensures that all work is performed in accordance with OSHA and City safety standards and policies

Physical Demands

Requires ability to lift up to 130 pounds, push and pull up to 105 pounds and carry up to 85 pounds. Must be able to grasp with the hand and palm, pick with the fingers, reach overhead, and generate up to 110 pounds of force to grip with each hand. Work requires climbing, crouching, kneeling, and crawling on hands and knees. Vocal communication is required for expressing or exchanging ideas by means of the spoken word. Hearing is required to perceive information at normal spoken word levels. Visual acuity is required for visual inspection of small parts, use of measuring devices, assembly or fabrication of parts at or within arms' length, operation of machines and motor vehicles, determining the accuracy and thoroughness of work, and observing general surroundings and activities. Worker is subject to WorkFit and PreWork policies and screening.

Work Environment

The worker is subject to extremes of outside weather, noise, vibration, hazards including proximity to moving mechanical parts, dust, atmospheric conditions, and working in close proximity to traffic.

Special Requirements

This position may be considered safety sensitive under the Drug and Alcohol-Free Workplace Policy. The worker may be subject to drug and alcohol testing under the Federal Motor Carrier Safety Act.

The above statements are intended to describe the general nature and level of work being performed by individuals assigned to this job. They are not intended to be an exhaustive list of all responsibilities, duties, and skills required of the position. All employees may have other duties assigned at any time.