

Stormwater Crew Leader

Title: Stormwater Crew Leader	FLSA Status: Nonexempt	Supervisory Responsibilities: Yes
Reports to: Stormwater Supervisor	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.		
Summary Performs difficult skilled and technical work leading and participating in construction, maintenance, and repair of public infrastructures and facilities.		
Qualification Requirements 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.		
Minimum Qualifications <ul style="list-style-type: none"> • Graduation from high school or GED • Valid Class A commercial driver’s license (CDL) or valid out-of-state Class A CDL with ability to transfer to a valid NC Class A CDL within sixty days of employment and good driving record • Five years of experience in the installation, maintenance, placement, and repair of stormwater structures, pipes, curbing, retaining walls, and related public infrastructure • Road Scholar Certification from the Institute for Transportation Research and Education or obtain within one year of employment 		
Knowledge, Skills, and Abilities <ul style="list-style-type: none"> • Knowledge of common and unusual work situations and problems of the occupational field • Thorough knowledge of City’s streets system • Thorough knowledge of the occupational hazards and safety precautions of the work • Ability to perform complex skilled and technical work for extended periods of time, often in unfavorable conditions • Ability to train semiskilled and unskilled personnel • Ability to exercise initiative and independent judgment • Ability to solve problems and make decisions within scope of responsibility • Ability to understand and follow work orders, complete written reports • Ability to establish and maintain effective working relationships with co-workers and the public • Ability to prepare and maintain accurate reports and records • Ability to make arithmetic computations using whole numbers, fractions, and decimals, compute rates, ratios and percentages • 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 		
Supervisory Responsibilities Assigns, supervises, trains, and evaluates employees’ performance.		
Essential Functions <ul style="list-style-type: none"> • Leads and performs construction, maintenance, and repair work on public infrastructure • Leads efforts and assists in snow and ice control on city streets • Assembles tools and materials for projects • Reads and interprets blueprints and drawings associated with projects • Operates specialized equipment including backhoe, mini-excavator, skid steer, roller, grader, and rubber-tired loader • Completes work reports and job cost forms using a mobile application or other Microsoft suite of product(s) • Ensures trucks and equipment are checked for safety, cleanliness, and proper working order • Organizes and oversees special services and projects • Conducts job orientation and safety training for collection workers and equipment operators • Completes work reports via mobile technology application 		
Physical Demands This job requires the physical ability to lift up to 130 pounds, push or pull up to 105 pounds, carry up to 85 pounds, and grip with a force of 110 pounds. The worker is required to stand, walk, use hands to finger, grasp, or feel objects, tools, or controls. The employee may be required to climb, stoop, kneel, crouch, and reach with their hands and arms. Vision is required for 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. Vocal communication is required to convey detailed or important information quickly and loudly. Hearing is required to perceive detailed information and to make fine distinctions in sound. Worker is subject to PreWork and WorkFit policies and screenings.		
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.