

**STREETS AND STORMWATER OPERATOR
PROGRESSION AND PRODUCTIVITY PROGRAM
CRITERION DOCUMENT**

June 8, 2022

Note: Refer to the Streets and Stormwater Operator Progression and Productivity Program Policies and Procedures Document additional information and clarification on requirements, guidelines, and procedures.

To Become: STREETS AND STORMWATER OPERATOR I LT-14

EDUCATION:	Completion of the 10 th grade or graduation from high school or possession of a General Educational Development (GED) Diploma. Must be able to pass a basic reading/writing aptitude test.
EXPERIENCE:	None (with high school diploma or GED) or two (2) years with completion of tenth grade or an equivalent combination of training and experience per PPPM Section 128.
LICENSES/ CERTIFICATIONS:	Possession of a valid Oklahoma Class "D" Driver License.
DEMONSTRATED SKILL PROFICIENCY:	Successful completion of the Streets and Stormwater Operator I Hiring Process

1st Proficiency Increase:

An increase to the next step within the LT-14 pay grade will be awarded to any Streets and Stormwater Operator I who receives a "Proficient" or above rating on the most current performance evaluation, who has three (3) months experience as a Streets and Stormwater Operator I and who successfully:

Completes the City's Trenching/Excavating Safety Training, not previously taken, as approved by management, **and**

Completes the City's Confined Space Entry Training, not previously taken, as approved by management, **and**

Completes Phase I Training, not previously taken, as approved by management, **and**

Obtains an Oklahoma Department of Agriculture, Pesticide Applicator Service Tech (some positions), not previously taken, as approved by management, **or**

Completes training in Construction Tools and Utilization (some positions) not previously taken, as approved by management.

Obtains the relevant Oklahoma CDL "A" permit, as determined by management within three (3) months of date to hire

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2nd Proficiency Increase:

An increase to the next step within the LT-14 pay grade will be awarded to Streets and Stormwater Operator I who receives a "Proficient" or above rating on the most current performance evaluation, who has six (6) months experience as a Streets and Stormwater Operator I, and who successfully:

Completes one (1.0) course credit from an internal City of Tulsa Development Training course(s), not previously taken, as approved by management, **and**

Completes Basic First Aid Training (CPR/AED/First Aid non-certification), not previously taken, as approved by management, **and**

Obtains driving school certification, not previously taken, as approved by management.

3rd Proficiency Increase:

An increase to the next step within the LT-14 pay grade will be awarded to any Streets and Stormwater Operator I who receives a "Proficient" or above rating on the most current performance evaluation, who has nine (9) months experience as a Streets and Stormwater Operator I, and who successfully:

Completes a Federal Emergency Management Agency's class not previously taken, as approved by management, **and**

Completes Atlas training, not previously taken, as approved by management, **and**

Completes Asphalt 101 training, not previously taken, as approved by management, **and**

Obtains the relevant Oklahoma CDL "A" with applicable endorsements, as determined by management within nine (9) months of date to hire

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To Become: Streets and Stormwater Operator II LT-15

EDUCATION:	Graduation from high school or possession of a General Education Development (GED) Certificate
EXPERIENCE:	One (1) year experience as a Streets and Stormwater Operator I or three (3) years with completion of tenth grade or an equivalent combination of training and experience per PPPM Section 128
LICENSES/ CERTIFICATIONS:	Possession of a valid Class "D" Driver License; Possession of an Oklahoma CDL "A" with applicable endorsements, as determined by management
DEMONSTRATED SKILL PROFICIENCY:	Receives a "Proficient" or above rating on the most current performance evaluation

1st Proficiency Increase:

An increase to the next step within the LT-15 pay grade will be awarded to any Streets and Stormwater Operator II who receives a "Proficient" or above rating on the most current performance evaluation, and who has three (3) months experience as a Streets and Stormwater Operator II and who successfully:

Completes the Stormwater Operator Certification, not previously taken, as approved by management, **and**

Completes OSHA 10 training, **and**

Completes Concrete 101 training (some positions), not previously taken, as approved by management, **and**

Completes Forklift training, not previously taken, as approved by management, **and**

Completes one (1.0) course credit from an internal City of Tulsa Development Training course(s), not previously taken, as approved by management.

2nd Proficiency Increase:

An increase to the next step within the LT-15 pay grade will be awarded to any Streets and Stormwater Operator II who receives a "Proficient" or above rating on the most current performance evaluation, and who has six (6) months experience as a Streets and Stormwater Operator II and who successfully:

Completes Phase II Training, not previously taken, as approved by management, **and**

Completes Lucity Training

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3rd Proficiency Increase:

An increase to the next step within LT-15 pay grade will be awarded to any Streets and Stormwater Operator II who receives a "Proficient" or above rating on the most current performance evaluation, who has nine (9) months experience as a Streets and Stormwater Operator II and who successfully:

Completes Customer Service training, not previously taken, as approved by management, **and**

Completes FEMA Training not previously taken, as approved by management, **and**

Completes one (1.0) course credit from an internal City of Tulsa Development Training course(s), not previously taken, as approved by management.