

WE ARE HIRING!

Title: Utility Worker, Water/Wastewater Systems
Department: Water/Wastewater
Reports To: Supervisor of Water/Wastewater
Deadline to apply: June 20, 2025



Position Overview:

Tulahoma Utilities Authority (TUA) is seeking a dedicated and motivated Water and Wastewater Utility Worker to join our team. This is an excellent opportunity to start a fulfilling career in the water and wastewater utility industry while serving the community. At TUA, we take pride in our commitment to safety, teamwork, and delivering reliable service to over 10,000 water and 8,000 wastewater customers.

As a Water and Wastewater Utility Worker, you will assist in the operation, maintenance, and repair of the water distribution and wastewater collection systems under the guidance of experienced team members. This entry-level position is part of a hands-on training environment that supports your professional growth, technical development, and understanding of essential utility operations.

Key Responsibilities:

- Assist with the construction, repair, and maintenance of water and wastewater systems.
- Operate basic tools and equipment under supervision.
- Perform general labor, including digging, lifting, and moving materials.
- Maintain a clean and safe work environment by following all safety protocols.
- Learn and adhere to TUA Policies, Rules, and Regulations.
- Support crew members in daily operations and respond to instructions promptly.
- Participate in on-the-job training to develop skills for advancement.

Minimum Qualifications:

- Applicants are required to have a high school diploma or equivalent.
- Work experience in positions requiring similar skills preferred, but not required.
- Ability to work with others and communicate in a clear manner.
- Strong work ethic, and the ability to perform physically strenuous indoor and outdoor tasks.
- Follow TUA Policies, Rules and Regulations as written.
- To qualify, applicants must have a valid Tennessee driver's license and live (or be willing to relocate) within a 20-minute drive of the TUA service center.
- CDL (Commercial Driver's License) preferred or willingness to obtain within six months.
- Be an Ideal Team Player (Humble, Hungry, and Smart)
- Uphold TUA's core values of customer focus, integrity, innovation, safety, and dedication.

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Physical Capabilities for This Working Environment:

- Frequent twisting, bending, and stretching of all major joints and muscle groups
- Walking on uneven or unlevel terrain for extended periods
- Lifting and carrying up to 75 pounds over short distances
- Working for extended periods in crouched, kneeling, or otherwise uncomfortable positions
- Performing tasks from elevated positions, including on ladders
- Working below ground level, such as in trench or ditch lines
- Operating a vehicle safely, requiring full use of motor skills

Comments:

This job description is not intended to be all-inclusive. An employee will also perform other reasonably related business duties as assigned by the immediate supervisor and other management as required. TUA reserves the right to revise or change the job responsibilities as needed. This job description does not constitute a written or implied contract of employment.

FLSA STATUS:

Non-Exempt

This is a full-time position with excellent benefits. Employees work a 9/80 schedule, allowing for every other Friday off. Availability for after-hours work during outages and emergencies is required.

The candidate will be required to submit to a physical examination, pre-employment drug testing, and a background examination. TUA is a drug-free workplace and an equal-opportunity employer. Employee will be subject to random Drug and Alcohol Tests per company policy.

Please apply at the Tullahoma Utilities Authority office located at 901 S. Jackson Street between the hours of 7:30 AM and 4:30 PM, weekdays or email application to sray@tullahomautilities.com.

WELCOME

Your benefits are an important part of your overall compensation. We are pleased to offer a comprehensive array of quality benefits to protect your health, your family and your quality of life. This summary was designed to answer some of the basic questions you may have about your benefits. Please read it carefully along with any supplemental materials you receive. For more information contact Human Resources.

BENEFIT	DESCRIPTION	ADDITIONAL INFO
Medical Plans	TUA pays 100% of employee’s health insurance and TUA pays 75% of family’s health insurance	First day of the month following hire date, unless hire date is the first of the month
Dental Plan	TUA pays 100% of employee’s dental insurance and employee pays 100% family’s dental insurance	Eligible at date of hire
Vision Plan	Employee pays 100% vision insurance	First day of the month following hire date, unless hire date is the first of the month
Retirement Plan	Employee must contribute 6% of their base pay and TUA will contribute an amount equal to 12% of their base pay	Employees become eligible for pension on July 1 or January 1 of each year after having completed a minimum of 1,000 hours of continuous service
Paid Holidays	New Year’s Day, Memorial Day, Fourth of July, Labor Day, Thanksgiving Day, Friday after Thanksgiving, Christmas Eve, Christmas Day, Plus two floating holidays	Eligible at hire date- Employee must be employed by January 1 for both floating holidays
Vacation	Less than 5 years of service 12 days/yr After 5 years of service 15 days/yr After 10 years of service 17 days/yr After 15 years of service 19 days/yr After 20 years of service 20 days/yr After 25 years of service 21 days/yr After 30 years of service 22 days/yr After 35 years of service 23 days/yr After 40 years of service 24 days/yr	Begins accruing at hire date
Sick Leave	12 days/year (3.692 per pay period)	Begins accruing at hire date
Bereavement Leave	For death of immediate family * (5 days per death)	*Immediate family outlined in Employee Policy Handbook
Uniforms	TUA provides uniforms for all employees	Next uniform order after hire date
Term Life Insurance	TUA pays 100% of the cost for the term life insurance in an amount that is 4 times annual base salary plus \$10,000 (coverage declines beginning at age 65)	Coverage begins at hire date (Double in case of accidental death)
Long Term Disability Insurance	TUA pays 100% of the premium for long term disability insurance coverage for employees. Benefits are approximately 60% of base salary.	Coverage begins at hire date
Tuition Reimbursement	Outlined in policy and approved by TUA President	

Medical Plans
Dental Plan
Vision Plan
Pension
Paid Holidays
Vacation
Sick Leave
Bereavement Leave
Uniforms
Term Life Insurance
Long Term Disability Insurance
Tuition Reimbursement

Health Insurance



www.bcbst.com/members/tn_state/

Find a doctor or hospital,
Provider Finder
 1-800-558-6213



www.cigna.com/stateoftn

Provider Listing, Provider Finder
 1-800-997-1617



TULLAHOMA
UTILITIES AUTHORITY

901 South Jackson Street
 Tullahoma, TN 37388
 931-455-4515

Tullahoma Utilities Authority staff leads by the following core values in constant pursuit of excellence:

SAFETY
CUSTOMER-FOCUS
INTEGRITY
DEDICATION
INNOVATION

STAFF

- **Allen Potter**
President
- **Brian Langham**
VP Electric/Fiber
- **Jason Penny**
VP Administration/
CFO
- **Dale Willis**
VP Water/
Wastewater

BOARD of DIRECTORS

- **Jimmy Blanks**
Chairman
- **Mike Stanton**
Vice Chairman
- **JT Northcutt**
Director
- **Patty Deen**
Director
- **Busch Thoma**
Director

What Tullahoma Utilities Authority Offers:



ELECTRIC



WATER



WASTEWATER



FIBER



TULLAHOMA
UTILITIES AUTHORITY



P.O. Box 788

901 South Jackson St.
Tullahoma, TN 37388

Monday-Friday 7:30am-4:30pm

Phone: (931) 455-4515

Fax: (931) 393-4148

Website: tub.net

ANNUAL EVENTS hosted by TUA

- ✧ *Annual Chamber Coffee*
- ✧ *National Drinking Water Celebration*
- ✧ *THS Tailgate Party*
- ✧ *Public Power Week Celebration*
- ✧ *Employee Christmas Dinner*

WHY BENEFITS MATTER

STRONG BENEFITS PROGRAMS ARE LINKED TO JOB SATISFACTION, RETENTION AND RECRUITING

Improving benefits ranks second (after increasing pay) as a way to retain employees.



Employees have left a job or turned down a job offer due to benefits.



Employees are somewhat likely to accept a job with lower compensation but a more robust benefits package.



Benefits are important to employees, and they're important to the company's bottom line too. Employer-offered benefits are a strong differentiator when it comes to attracting employees, retaining them and protecting their well-being.

MEDICAL EVENTS CARRY A HIGH PERSONAL COST

Nearly **25%** of employees say they or a family member have had to miss a week or more of work due to illness or injury in the past year.



1 in 5 employees couldn't go more than one week without a paycheck;



44% couldn't go more than three weeks.