

Water Treatment Plant Operator — Afternoon Shift

Lake Charter Township Water & Sewer Department | Bridgman, Michigan

Lake Charter Township is hiring a full-time afternoon shift operator to help run one of southwest Michigan's most advanced water treatment operations. Our plant draws directly from Lake Michigan and treats it through an ultrafiltration (UF) membrane facility alongside a conventional treatment system that is currently undergoing a \$10 million flocculation and sedimentation upgrade — scheduled to come online in spring 2027. This is a hands-on role with real responsibility, a team that invests in operator development, and a clear path to advancement.

We will train the right candidate. Existing operators with an F-4 or higher license will move quickly through onboarding, but we are equally interested in mechanically inclined people who want to build a career in water.

The Role at a Glance

- Shift: Rotating 10-day on / 4-day off schedule — every other weekend is a 4-day weekend (see schedule below)
- Pay: \$27.69 – \$33.22/hour (see pay scale below), plus afternoon shift premium
- Hours: 88 hours per pay period — 8 hours of overtime built into every schedule
- Status: Full-time with full benefits package including health, dental, and vision insurance, Health Savings Account (HSA), 401(k) / retirement plan, paid time off
- Ongoing training and certification support — we actively help operators advance through F-3, F-2, and F-1.
- Location: Bridgman, MI (Berrien County) — directly on the Lake Michigan shoreline

The Schedule

This is a 14-day rotating schedule. You work 10 days in a row, then get 4 days off — including a 4-day weekend (Friday through Monday) every other week.

Tue	Wed	Thu	Fri	Sat	Sun	Mon
Day 1 4p–12a	Day 2 4p–12a	Day 3 4p–12a	Day 4 4p–12a	Day 5 12p–12a	Day 6 12p–12a	Day 7 4p–12a
Day 8 4p–12a	Day 9 4p–12a	Day 10 4p–12a	Day 11 OFF	Day 12 OFF	Day 13 OFF	Day 14 OFF

Weekday shifts are 4:00 PM to midnight (8 hours). Weekend shifts, when scheduled, are noon to midnight (12 hours). This adds up to 88 hours per pay period, which means 8 hours of overtime is built into every schedule. The 4-day stretch off rotates so that every other weekend is a full Friday-through-Monday four day weekend.

Pay Scale

Hourly rate is based on licensing. Starting rate is set at hire, with yearly step increases through the first four years of employment. License bonuses advance through F-series certifications. The figures below are base hourly rates

Licensing Level	Hourly Rate
Entry — no experience, no license	\$27.69
Minimum Licensed Wage (F-4 minimum)	\$28.98
Current Top of scale	\$33.22

What You'll Actually Do

During the afternoon shift, the operator on duty is responsible for the safe, continuous operation of the treatment plant and distribution system. You will:

- Monitor and adjust plant operations through SCADA, including pressures, tank levels, flow rates, and finished water quality.
- Operate high and low service pumps and make real-time decisions to keep the distribution system stable.
- Perform routine chemical and bacteriological testing — pH, chlorine residual, turbidity, hardness, alkalinity, and adjust treatment based on results.
- Backwash filters, clean intake screens, and monitor chemical feed equipment.
- Troubleshoot mechanical and electrical issues, isolate equipment as needed, and coordinate with on-call staff when something goes sideways.
- Record operational data, complete shift logs, and contribute to daily and monthly compliance reports.

Who We're Looking For

- Someone dependable who can work largely independently on an off-shift and use sound judgment when things don't go to plan.
- Mechanically inclined, comfortable with computers and SCADA, and willing to learn the chemistry side of the job.
- A communicator — you'll be the bridge between the day crew and the midnight operator, and clean handoffs matter.
- Honest about what you know and what you don't. We'd rather train someone who asks good questions than fix problems caused by guesswork.

Education, Licensing & Background

- High school diploma or GED required.
- Michigan EGLE F-4 (or higher) water operator license strongly preferred. Candidates without an F-4 must be able to obtain one within two test cycles of hire — we will support exam preparation.
- Valid Michigan driver's license with an acceptable record.
- Must pass a pre-employment medical evaluation including substance abuse testing.
- Acceptable local and state criminal background check.

Physical & Environmental Requirements

This is a working operator position. The job involves moderate physical effort, including climbing ladders, stooping, kneeling, and occasional crouching or crawling. Lifting of 10–20 pounds is routine; occasional lifting up to 60 pounds may be required. The work environment includes exposure to dust, odors, temperature and weather extremes, hazardous chemicals, confined spaces, high-voltage electrical equipment, mechanical noise, and water hazards. The role also requires the ability to discriminate colors, sounds, and odors, and to communicate clearly.

About Bridgman & Southwest Michigan

Lake Charter Township sits on the Lake Michigan shoreline in Berrien County. The area offers state parks, beaches, vineyards, and craft breweries, with South Bend, Kalamazoo, and Grand Rapids all within easy reach.

How to Apply

Email your resume and a brief note about your background to Toby Riley, Water System Superintendent – wpsuperintendent@lake-township.org. In your note, please tell us:

- Your current license status (or your plan to obtain F-4 certification).
- Any hands-on experience with water/wastewater treatment, SCADA, pumps, or chemical feed systems.
- Any shift work experience and your availability for the rotating 10-on / 4-off schedule described above.

Applications will be reviewed as they are received. Lake Charter Township is an equal opportunity employer.