

**Orcas Power and Light Cooperative (OPALCO)**  
**Member Services Representative**  
**Salary and Benefits Highlights**

The Member Services Representative position is a non-exempt union position and follows the provisions of our Collective Bargaining Agreement between OPALCO and Local Union No. 77 International Brotherhood of Electrical Workers (IBEW), for the period of January 1, 2019, through December 31, 2023, with some of the details described below:

1. Salary:
  - A. Salary Range: \$32.31/hour
2. Employee Benefits:
  - A. Vacation Days: 15 days per year
  - B. Holiday Days: 11 days per year
  - C. Sick Days: 12 hours accrued per calendar month
  - D. Retirement
  - E. 401k
  - F. Long term disability (LTD): Premium is paid by a 50/50 OPALCO/employee split
  - G. Short term disability (STD): Premium is paid 100% by employee
3. Medical, dental, prescription drug, and vision plans
4. Disability and life insurance options

**ORCAS POWER AND LIGHT COOPERATIVE**  
**JOB DESCRIPTION: Member Services Representative**

<b>Reports To: Member Services Supervisor</b>	<b>Department: Member Services</b>
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**General Statement of Duties**

This is a bargaining unit position. Member Services Representatives are non-supervisory positions; Lead Member Services Representative may have supervisory responsibilities in the absence of the Member Services Supervisor. Each position is responsible for acting as a primary point of contact with members, staff, and vendors for all functions related to the member cycle of service.

**Primary Function**

Within the guidelines for Member Services Progression (as defined in this job description), the Member Services Representative is responsible for all assigned areas of billing and accounts receivable, including (but not limited to): receiving and recording daily cash collections; receiving and directing visitors; answering inquiries and complaints on the telephone and at the reception counter; operate and input member information into the computer system; preparation of monthly bills, disconnect notices and reports; and processing periodical notices and reports as needed.

**Level of Authority**

Performs duties with varying degrees of supervision, depending on experience and complexity of task. Supervision for the Member Services Representative in Entry to Step 2 of the Member Services Progression will be close to moderate. Member Service Representatives at Step 3 is expected to organize workload to established deadlines and to perform routine assignments independently following standard practices and established procedures, with minimal supervision. All Member Service Representatives report to the Member Services Supervisor.

**Work Environment**

Work is performed primarily in an office setting at either Eastsound or Friday Harbor, depending on assignment, and the Member Services Representative may be required to travel to other islands to perform assigned tasks. The work is subject to extensive public contact. Individuals must exercise excellent customer service skills. Individuals may be subject to stressful situations.

Generally, once the employee has completed the Entry Level of the Member Service Representative Step Progression, each subsequent step will require a minimum of twelve (12) months before the employee is eligible to move to the next step.

While working to increase a step, if the training is requested by the employee, the training will

be given a timeline, and given when feasible.

<b>Essential Job Functions</b>
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- ☐ Process member bills, credit, and collection data daily using utility specific software;
- ☐ Process incoming cash for the cooperative;
- ☐ Respond to outages and major events as directed by management;
- ☐ Maintain knowledge and application of all electric rate schedules;
- ☐ Maintain knowledge of the tariff and other related credit procedures;
- ☐ Assist members with questions regarding billing or collection issues;
- ☐ Maintain knowledge of OPALCO e-bill customer portal including questions on auto-pay via credit card or electronic check;
- ☐ Provide members with web browser assistance for retrieval of information via the internet;
- ☐ Ensure accurate and timely responses to member inquiries.

<b>Required Knowledge, Skills and Abilities</b>
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- ☐ Ability to use all general office equipment, such as, but not limited to: copier, fax, ten-key, cash register, telephone, computer, cellular telephone, and two-way radio;
- ☐ Ability to maintain confidential information;
- ☐ Ability to work independently with daily activities;
- ☐ Ability to complete job tasks following specific procedures and instructions;
- ☐ Possess excellent organizational skills with strong attention to detail;
- ☐ Possess excellent oral and written communication skills. Individuals should be clear, concise, and professional;
- ☐ Ability to interact with members, and the general public, in a tactful and professional manner in all situations while maintaining control of the situation; individuals should have a courteous, positive, and empathetic attitude;
- ☐ Ability to use proper business English, spelling and punctuation;
- ☐ Ability to communicate effectively, both orally and in writing, and understand and follow verbal or written instructions;
- ☐ Possess superior interpersonal skills. Ability to relate with members in a courteous and tactful manner. Ability to establish effective working relationships with co-workers, managers, members and the general public;
- ☐ Ability to prioritize and manage tasks with frequent interruptions.
- ☐ Ability to file, maintain records, prepare reports and uphold confidentiality.

- ☐ Ability to effectively interact with all other employees in a professional manner.

<b>Acceptable Experience and Training</b>
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- ☐ Minimum two years relevant experience in a business environment;
- ☐ Minimum two years relevant customer service experience;
- ☐ Experience using computers, word processing, spreadsheet, and a variety of communication software.
- ☐ Experience handling and balancing a cash drawer.

<b>Required Special Qualifications</b>
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- ☐ High school graduate or equivalent.
- ☐ Must possess a current Washington State Driver's License.

<b>Essential Physical Abilities</b>
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- ☐ Sufficient physical strength, with or without reasonable accommodation, to lift and carry boxes or parcels up to approximately 40 pounds;
- ☐ Sufficient clarity of speech and hearing, with or without reasonable accommodation, which permits the employee to communicate well with members and other employees, in person or over the telephone and radio;
- ☐ Sufficient vision, with or without reasonable accommodation, which permits the employee to work at a computer terminal six to eight-hours per day.
- ☐ Sufficient manual dexterity, with or without reasonable accommodation, which permits the employee to operate a computer keyboard, ten key calculator and other standard office equipment.

<b>Distinguishing Characteristics</b>
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- ☐ Knowledge of OPALCO personnel, department and services.
- ☐ Ability to work with independence and continuity.
- ☐ Ability to quickly respond to a wide variety of complex accounting, billing and member service inquiries. Ability to read, understand and apply rules, regulations, policies and procedures.
- ☐ Knowledge of utility billing procedures.
- ☐ Experience working in a cooperative business environment.
- ☐ Experience working in a bargaining unit environment.