

MACHINE OPERATOR



SKILLS MATRIX

JGM'S CORE VALUES

Family Is Our Foundation | We Plan. We Adapt. We Succeed.

Create Value Through Better Solutions | Uncompromising Safety & Quality

Whatever It Takes | Commitment to Self-Improvement

REQUIRED SKILLS FOR ALL SHOP ROLES

Shows up on time, ready to work (fit for duty, PPE on, tools ready).
Follows JGM rules, procedures, and the latest drawings—no guessing, no shortcuts.
Respects teammates, equipment, and the jobsite/shop—professional language and behavior.
Reports hazards, near misses, damaged tools/equipment, and quality concerns immediately.
Maintains a clean, safe work area (5S: keep aisles clear, cords/hoses managed, scrap handled).
Knows and follows the JGM safety program, job hazard rules, and site/shop safety expectations.
Participates in the Good Catch program—reports hazards/near misses proactively and supports corrective actions.
Uses required PPE every time; follow hot work, lifting/rigging, and LOTO rules.
Does a pre-task plan: what can hurt us, what can go wrong, what's the safe way.
Protects finished work and parts from damage (edges, coatings, machined surfaces).
Verify critical details before you cut, drill, weld, or move material.
Completes a daily pre-task plan / JHA (job hazard analysis): hazards, controls, lift plan (if applicable), and safe sequence.
Stops and speaks up if something isn't safe or isn't right—JGM backs you up.
Doesn't pass problems downstream—fix it or raise it early with details.
Communicate clearly with your Lead (Sr Fabricator)/Foreman (what you need, what you found, what's blocking you).
Treats Good Catches as a team win—no blame, no hiding issues; speaks up early and helps close actions.

MACHINE OPERATOR 1

\$22-\$26/HOUR



Knowledge & Discipline

Follows SOPs and safety rules for the machine area (guards, LOTO, PPE).

Understands basic quality checks and why first-piece matters.

Keeps machine area clean and organized (chips, scrap, walkways).

Understands machine guarding and LOTO—never bypasses safety devices.



Skill Development

Runs assigned equipment with supervision (startup, basic settings, safe operation).

Performs basic material verification and part ID checks before processing.

Completes basic first-piece checks and reports issues early.

Logs runtime/downtime per process and follows reporting requirements.

Uses basic measuring tools (scale/calipers) to verify key dimensions during first-piece checks.



Problem Solving & Ownership

Owns the basics: reports problems with details (what changed, error code, what you tried).

Protects equipment—stops before damage occurs and escalates correctly.

Supports smooth handoffs by staging and labeling processed material properly.

Maintains tooling/consumables discipline—reports low stock before it stops the line.

MACHINE OPERATOR 2

\$25-\$30/HOUR

Requirements:

Must have mastered all skills and knowledge of Machine Operator 1 before moving to this level.

Understands machine capability limits and common failure points.

Understands print requirements relevant to processing (holes, slots, bevels, marks).

Consistently follows first-piece and in-process quality checks.

Runs equipment independently; completes changeovers and basic troubleshooting.

Optimizes setups to reduce scrap and rework within approved parameters.

Performs accurate first-piece inspections and documents results when required.

Coordinates with programming/material handling to maintain steady flow.

Performs basic preventive maintenance tasks per schedule (cleaning, lubrication, daily checks).

Drives uptime: identifies repeat downtime causes and helps implement fixes.

Trains Operator 1s on safe operation, checks, and discipline.

Communicates quality or programming issues early with clear examples/photos.

Leaves clear shift handoff notes (status, issues, next steps) to keep production moving.

MACHINE OPERATOR 3

\$30-\$36/HOUR

Requirements:

Must have mastered all skills and knowledge of Machine Operator 2 before moving to this level.

Deep knowledge of multiple processing systems, standards, and quality requirements.

Leads by example on safety, housekeeping, and discipline at the machines.

Understands processing quality requirements across systems and how errors create downstream rework.

Can operate and troubleshoot all CNC lines at the plant; rotates across systems as needed.

Works with programming to improve cycle time, reduce waste, and prevent errors.

Leads complex setups and resolves quality issues tied to processing.

Ensures gages/check tools are in date and used correctly; supports calibration discipline.

Owns continuous improvement: raises and solves repeat problems (scrap, downtime, rework).

Develops and coaches Operators 1-2; standardizes best practices across shifts.

Supports production planning with accurate capacity and constraint input.

Owns standard work: updates checklists/SOPs after improvements and trains the team.

PROCESSING FOREMAN

\$34-\$46/HOUR

Creates a positive, disciplined work environment aligned with JGM values.

Maintains clear communication with Plant Superintendent/leadership on needs and constraints.

Deep knowledge of processing capabilities and quality requirements.

OSHA 30 certified (or in progress per company plan).

Verifies processing output meets project requirements; drives first-piece discipline.

Operational capability across processing equipment; supports troubleshooting.

Working understanding of Tekla / PowerFab (P2) equipment software; able to train team.

Plans consumables and maintenance coordination to protect uptime.

Schedules equipment to meet fabrication demand while protecting runtime efficiency targets.

Works with programming to improve run time and reduce waste/scrap.

Develops and coaches Operators; maintains accountability and morale.

Owns downtime tracking and corrective actions for repeat issues.