



**Class Title: PW-R&B Equipment Operator**

**Pay Grade: \_\_\_\_**

**FLSA Designation: Covered**

**Established: 3-09**

**Revised:**

### **Class Summary/Primary Function**

The principal function of an employee in this class is to perform skilled maintenance and construction work on County roads, bridges, and rights-of-ways to ensure the safety of the general public. The Equipment Operator primarily operates heavy equipment including snow removal equipment. The work is performed under the direct supervision of the Road and Bridge Supervisor with some latitude for the exercise of independent judgment and initiative. The principal duties of this class are performed in an outdoor environment and may include working in adverse weather conditions and hazards involving the use of heavy equipment and power tools. This position is on-call during winter months for snow removal.

### **Essential Duties and Responsibilities (will vary by assignment)**

- Operates heavy equipment including, but not limited to, dozers, graders, loaders, trucks, backhoes, track hoes, loaders, chip spreader, rollers, pavers, snow plows, general vehicles and maintenance equipment;
- Inspects work on roads, bridges, rights-of-way, and related County property to ensure work meets quality and safety standards;
- Hauls road material to areas that needs repair;
- Grades roads; smoothes potholes and washboards; blades roads with grader after each storm to keep gravel smooth and drivable;
- Operates a variety of hand tools and power tools, including but not limited to, sledges, hammers, picks, air compressors, welders, chainsaws, air hammers, jacks, and related equipment;
- Erects, maintains, and repairs fences, guard rails, retaining walls, and traffic signs;
- Manually digs trenches, secures, lowers and installs pipes and places precasts or builds inlet boxes and replaces and compacts bedding and overlay material;
- Builds and sets forms and pours and finishes cement for minor concrete structures such as curbs, gutters and storm water inlets;
- Removes debris and other safety hazards from roads, culverts, storm drains, and adjacent public areas;
- Cleans and clears storm water inlets, drains, bridges, creeks and drainage;
- Places erosion and sediment control devices; cleans and replaces culverts;
- Places work zone traffic control devices and performs flagging duties;
- Performs routine and preventive maintenance on vehicles and equipment and maintains service and maintenance records;
- Adheres to policies and procedures relating to Road and Bridge services and to protect the safety, health and welfare of the public;
- Keeps immediate supervisor and designated others fully and accurately informed concerning work progress, including present and potential work problems and suggestions for new or improved ways of addressing such problems;
- Attends work-related meetings and training sessions;
- Performs time management and scheduling functions, meet deadlines, and set project priorities;
- Responds to citizens' questions and comments in a courteous and timely manner;
- Performs all work duties and activities in accordance with County policies, procedures, and safety practices.

### **Other Duties and Responsibilities**

- On call after regular hours to respond to emergency situations as needed;
- On call during winter months for snow removal;
- Performs assigned tasks at Transfer Station;
- Performs other related duties as required.

### **Competency Requirements:**

Knowledge of:

- Methods, materials, procedures, and standard practices of road, bridge, and right-of-way maintenance and construction, including concrete and asphalt repair, removal, and replacement;
- Methods, materials, procedures, and standard practices of snow removal, sanding, and de-icing;
- Heavy and construction equipment operation and maintenance;
- Equipment and tool operation and maintenance practices;
- Federal regulations and County policies regarding safe work practices relating to use of heavy equipment, power tools, and trench and confined workplace safety.

Ability to:

- Operate heavy equipment, including but not limited to, dozers, graders, loaders, trucks, backhoes, track hoes, loaders, chip spreader, rollers, pavers, snow plows, general vehicles and maintenance equipment;
- Perform heavy, manual labor in the construction and maintenance of roads and bridges;
- Operate a variety of hand tools and power tools, including but not limited to, sledges, hammers, picks, air compressors, welders, chainsaws, air hammers, jacks, and related equipment;
- Communicate effectively, both orally and in writing;
- Deal with all parties in all situations in a forthright, diplomatic and confidential manner;
- Maintain effective working relationships with other County employees, contractors, developers, state and local elected officials and the public;
- Perform multiple tasks simultaneously, including handling interruptions, and return to and complete tasks in a timely manner;
- Develop creative and effective resolutions to simple and complex problems;
- Work independently and handle a variety of public interactions or situations with tact and diplomacy;
- Read and adhere to Federal regulations and County policies regarding safe work practices relating to use of heavy equipment, power tools, and trench and confined workplace safety;
- Respond courteously to customer inquiries, which are sometimes controversial or adversarial;
- Maintain a professional demeanor during stressful situations;
- Perform a wide variety of duties and responsibilities with accuracy and speed under the pressure of time-sensitive deadlines;
- Maintain individual and transaction confidentiality;
- Perform all work duties and activities in accordance with County policies, procedures and safety practices.

### **Acceptable Experience and Training**

- High School Diploma or GED; and
- One year's experience operating heavy equipment is preferred; or
- Any equivalent combination of experience and training which provides the knowledge and abilities necessary to perform the duties of this job.

### **Special Qualifications**

- Class A CDL, including ability to successfully pass drug test
- Idaho driver's license

- Good driving record

### **Essential Physical Abilities**

- Sufficient clarity of speech and hearing or other communication capabilities, with or without reasonable accommodation, which permits the employee to discern verbal instructions and alarm and warning systems, including backup alarms, communicate effectively with other employees and the public;
- Sufficient visual acuity, with or without reasonable accommodation, which permits the employee to operate a vehicle and heavy equipment, comprehend written work instructions and work orders;
- Sufficient manual dexterity, with or without reasonable accommodation, which permits the employee to operate motor vehicles, including heavy equipment, and operate a variety of power and hand tools and to make adjustments to equipment;
- Sufficient strength to perform heavy manual labor, lift and carry objects up to 75 pounds and occasionally lift and/or move objects up to 150 pounds with assistance;
- Sufficient personal mobility, flexibility, stamina, agility, strength, and physical reflexes, with or without reasonable accommodation, to perform maintenance and repair operations that require bending, stooping, kneeling, stretching, and other physical exertions in an outdoor environment, including extremes of heat and cold.