



Position: Senior Equipment Operator
Department: Road
Immediate Supervisor: Crew Supervisor or other designated
Safety Sensitive: Yes

Salary Range: LT 21
FLSA Status: Non-exempt (eligible for overtime)
Probationary Status: 1 Year
Update:

ESSENTIAL DUTIES:

- Regular attendance is an essential function of this position.
- Repairs, constructs, scrapes and fills a wide variety of County owned hard surface and dirt roads and ditches.
- Operates a wide variety of heavy equipment, including the following, for the purposes of excavating, moving, or grading caliche or snow: bulldozers, front end loaders, scrapers, maintainers, combination water trucks and dump trucks, equipment haul truck, backhoe with truck and trailer, rollers and/or any equipment requiring a commercial driver's license.
- Removes snow from County maintained roads and airports when warranted by weather conditions.
- Digs, grades and places conduit at various property entrances or under roads to prevent or relieve flooding and wash outs.
- Mows weeds and picks up trash when indicated.
- Hauls and removes dirt and gravel from County owned roads.
- Distributes salts and mixtures as weather conditions and safety warrant.
- Uses tank trucks to wet down dusty or hard road surfaces.
- Patches hard road surfaces when indicated.
- Maintains and services equipment on a daily basis.
- Utilizes hand tools when necessary.
- Irregular hours, 24 hour on-call availability and overtime may be required.
- The duties of the senior equipment operator are not limited to those set forth above. The employee shall perform functions, duties or assignments as given by a supervisor, consistent with ability, background and expertise.

MINIMUM QUALIFICATIONS:

Education:

- High school diploma or GED preferred.

Experience:

- One year experience operating the above or related equipment.

Certifications, Skills and Licenses:

- Ability to communicate orally and in writing in English.
- Valid and current commercial driver's license (CDL), Class A, required prior to hire. Preference will be given if obtained before hire; must be obtained within 90 days of hire date. If not obtained, this is grounds for dismissal.
- Ability to perform basic material quantity calculations.

Physical Functions/Requirements:

- The physical demands described here are representative and not necessarily exhaustive of those that must be met by an employee to successfully perform the essential functions of this job.
- Ability to lift up to 60 lbs. from ground to waist level frequently.
- Ability to lift up to 30 lbs. from ground to shoulder level or overhead as needed.
- Ability to sit for up to five hours at one time and up to ten hours total per day.
- Ability to stand and/or walk up to five hours at one time and up to ten hours total per day.
- Ability to climb in and out of equipment cabs numerous times daily an estimated height of up to six to seven feet.
- Ability to crouch, kneel and remain in a prone position, sometimes for extended periods, as needed to perform essential duties.
- Ability to bend at waist and twist/rotate at waist as needed to perform essential duties.
- Ability to work with arms extended or bent for up to five hours at one time and up to ten hours per day.
- Ability to push/pull with arms with a force of up to 5 lbs. frequently throughout the day.
- Ability to push/pull with a force of up to 50 lbs. while performing heavier labor.
- Ability to screw and unscrew caps and filters as part of maintenance or inspection routine.
- Ability to operate a vehicle with automatic transmission on a daily basis.
- Ability to operate foot controls of equipment for up to five hours at one time and ten hours total per day.
- Ability to grasp and manipulate levers and steering wheels.

Mental Functions/Requirements:

- Must be able to understand and follow oral directions and instructions.
- Must be able to read, understand and follow simple written directions and instructions.
- Must be able to read accurately all gauges on equipment and make correct judgments in operation of the equipment.
- Must be able to accurately estimate distances in order to maintain safety while operating equipment.
- Must be able to use tact and courtesy in working with a wide range of individuals, including the public, sometimes under tense circumstances.
- Must be knowledgeable of relevant traffic laws and regulations.

Other:

- Ability to perform essential duties and adapt to working conditions.
- No history or pattern of reckless driving, DWI or irresponsible driving in the last five years.
- No history of felony or misdemeanor conviction involving moral immorality, violence, distribution of controlled substances or dishonesty.

WORKING CONDITIONS:

- The work environment characteristics described here are representative but not necessarily exhaustive of those an employee encounters while performing the essential functions of this job.
- Performs majority of work outdoors.
- Exposure to temperature extremes depends on weather conditions and whether employee is working indoors or outdoors. Most vehicle and equipment cabs are enclosed and may or may not have heating and air conditioning units.
- Outdoor duties are performed on a terrain that may be even or uneven and may involve work on steep inclines or hills. Outdoor work surface may be natural ground, asphalt or concrete, which may be dry, wet or slippery.
- Worker is exposed to virtually constant noise and vibration factors, as well as to exhaust fumes, dusts and mists. Worker may be exposed to extreme dust conditions during certain operations.
- Work is conducted primarily during daylight hours. Depending on duties, worker may be subject to call out.

- Worker may perform duties with one or two other workers, or may be part of a larger crew.
- Work hazards include: gas and electrical lines and exposure of skin to gases and fumes; hazards of working in, on and around vehicles and equipment; driving hazards associated with vehicles and medium and heavy equipment.

PRE-EMPLOYMENT REQUIREMENTS:

- Interview
- Criminal record check.
- General employment background check.
- Driving record check.
- Alcohol/drug screen; positive results are disqualifying
- Physical and back x-ray in accordance with essential duties and physical/mental requirements
- Possible physical capacities test
- Job-related skills tests, written and practical, may be given.

I hereby affirm that I have received a copy of the position specifications for Senior Equipment Operator; I acknowledge that it is my responsibility to familiarize myself with the duties and expectations of the position described.

Employee: _____ Date: _____

Supervisors: _____ Date: _____

Witness: _____ Date: _____