

**BANNOCK COUNTY**  
**CLASS SPECIFICATION**

**EQUIPMENT OPERATOR 3**

Department: Road & Bridge – Solid Waste  
FLSA Designation: Non-Exempt

Pay Grade: 9  
Effective Date: 2/08, 8/09

**Purpose of Class**

Performs master level maintenance and service work on County property; performs related work as required.

**Primary Function**

The primary function of an employee in this class is to perform skilled maintenance and construction work on County property. The Equipment Operator 3 performs similar functions to the Equipment Operator 1 & 2, primarily operating heavy equipment. The positions differ in that the Equipment Operator 3 is more skilled in finish grade operations and is proficient on every type of equipment. Additionally, since the Equipment Operator 3 is more experienced, the position may serve as a lead worker at the job site. The work is performed under the direct supervision of a Field Supervisor. 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.

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

- Performs scheduled and assigned maintenance, repair, and service work on County property under control of the Road and Bridge Departments;
- Operates a variety of vehicles and heavy equipment, including but not limited to, grader, bulldozer, crane, front end loader and attachments, backhoe, water tanker, roller, dump truck, boom truck, asphalt patching truck, chip spreader, equipment hauler, snow removal vehicles, compactor, and related equipment;
- Operates a variety of hand tools and power tools, including but not limited to, sledges, hammers, picks, air compressors, welders, chainsaws, chippers, grounds keeping equipment, mixing mills, air hammers, jacks, and related equipment;
- Operates two-way radio communication equipment to maintain contact in the field;
- Erects, maintains, and repairs fences, guard rails, and traffic signs;
- Removes debris and other safety hazards from roads, culverts, storm drains, and adjacent public areas;
- Could perform duties of burying and compacting waste, grading and watering roads, landfill perimeter maintenance, building repair, welding and other assigned duties;
- Ensures hazardous materials are handled and disposed of properly.
- Places erosion and sediment control devices;
- Places work zone traffic control devices and performs flagging duties;

### Equipment Operator 3

- Performs routine and preventive maintenance on vehicles and equipment and maintains service and maintenance records;
- Provides customer service including giving directions, answering questions, and providing explanations.
- Performs all work duties and activities in accordance with County policies, procedures, and safety practices.
- Acts as a lead position. Provides heavy equipment and road construction training for Equipment Operator 1 & 2.
- Assists in supervising community service workers, Equipment Operator 1 & 2, or temporary workers.

#### **Other Duties and Responsibilities**

- On-call after regular hours to respond to emergency situations;
- Performs other related duties as required.

#### **Competency Requirements**

Knowledge of:

- Methods, materials, procedures, and standard practices of road, bridge, and right-of-way maintenance, vegetation control and removal, safe equipment operation in a construction or landfill environment, and related duties;
- Methods, materials, procedures, and standard practices of road, bridge, and right-of-way construction and repair, including concrete and asphalt repair, removal, and replacement;
- Methods, materials, procedures, and standard practices of snow removal, sanding, and de-icing;
- Emergency procedures and practices related to road construction and landfill operations.
- Hazardous materials or waste rules and regulations and related safety practices.
- Heavy and construction equipment operation and maintenance;
- Equipment and tool operation and maintenance practices;
- Welding and metal fabrication;
- May require methods, tools, procedures, and standard practices of survey, staking, and basic engineering related to road construction;
- Federal (OSHA) regulations and County policies regarding safe work practices relating to use of heavy equipment, power tools, and trench and confined workplace safety.
- Customer service skills

Ability to:

- Proficiently and expertly operate heavy and power equipment, including but not limited to, grounds keeping equipment, dump trucks, graders, loaders, dump trucks, rollers, snow plowing and sanding, compactors, and related equipment as required;
- Perform finish work with grader operations;
- Perform concrete and asphalt repair and replacement and be proficient at concrete finishing;
- Operate hand tools;
- Perform surveying, staking, and basic engineering tasks.
- Operate a motor vehicle, including heavy equipment;

## Equipment Operator 3

- Operate two-way radio communication equipment;
- Read and comprehend road, bridge, and construction blueprints and diagrams;
- Follow written and oral instructions;
- Communicate effectively with the public and other employees, occasionally in stressful or sensitive situations;
- Establish and maintain effective working relationships with fellow employees, supervisors, County administrators, vendors, contractors, other state and federal agencies, and the public.
- Special landfill requirements: Instruct and supervise the public in safe dumping methods. Identify hazardous materials and dispose of properly.
- Work a rotating schedule, including 10 hours shifts and weekends.

### **Acceptable Experience and Training**

- High school diploma or GED equivalency is required; and
- Six (6) years experience in street or utility system construction and maintenance, landfill operation, or a related field, with emphasis on operating heavy equipment is required;
- Any equivalent combination of experience and training which provides the knowledge and abilities necessary to perform the work.

### **Special Qualifications**

- Idaho Class A CDL drivers license. Tanker, multiple trailer, and Hazardous materials endorsements are required
- Flagger/traffic control certification or ability to obtain is required;
- Forklift certification may be required;
- First Aid/CPR certification may be required

### **Essential Physical Abilities**

- Sufficient clarity of speech and hearing, with or without reasonable accommodation, which permits the employee to discern verbal instructions and alarm and warning systems, including backup alarms, and communicate effectively with other employees and the public;
- Sufficient visual acuity, with or without reasonable accommodation, which permits the employee to comprehend written work instructions, work orders, and engineering blueprints and diagrams;
- 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 lift and carry objects up to 75 pounds;
- Sufficient personal mobility, stamina, flexibility, and balance 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.