

# JOB DESCRIPTION

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**Date Updated**

04/19/2022

**Position Title**

Equipment Operator III

**Department**

Highway

**Supervisor**Road Superintendent or  
Assistant Road Superintendent**EEO**

6042

**Regular** (X)**Temporary** ( )**Full-time** (X)**Part-time** ( )**Exempt** ( )**Non-exempt** (X)**Number of hours per week**

40

**Work hours**Flex Schedule (Summer: four (4) 10-  
hour days; Winter: five (5) 8-hour days)**Shift**

Monday - Friday

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**Purpose**

Under supervision, performs a variety of skilled and semi-skilled work in the operation of heavy equipment utilized in road construction, snow removal, bridge projects, maintenance and other repair projects.

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**Essential Functions**

1. Operates specialized medium to heavy equipment such as dozers, motor graders, scrapers, large and medium front end pay loaders and backhoes, excavators, truck plows, and semi-tractor/trailers, etc.
  2. May specialize as a blade operator; operating self-propelled grader to spread and level dirt, gravel, and other materials to grade specifications in construction, maintenance, and repair or earthwork structures such as roads, bridges, ditches, culverts and road shoulders; driving grader moving levers to regulate height and angle of grader blade, lowering sacrifier that loosens packed soil to permit grading, and tilting front wheels of grader when making sharp turns; driving in successive passes over working area, observing reference stakes to level surface to specified grade; feeling lever and listening to sound of engine to determine depth of cut; and performing fine or rough grading.
  3. May specialize as a scraper operator operating self-propelled scraper to move, haul and grade earth on construction sites, such as roadbeds and ditch banks and moving switches, levers and pedals to control loading gate on scraper to adjust depth of cut, to raise and close filled bucket or hauling, and to spread or dump earth.
  4. Train new employees to operate equipment as assigned and required.
  5. Operate other heavy equipment such as a dozer and loader as needed, or when the blade is down for repair.
  6. Operate specialized heavy equipment such as large front-end loader and large snow blade plow in snow removal operations.
  7. Perform related work as required including minimal routine repair and maintenance of equipment, buildings, and grounds as required which may include shop clean-up.
  8. Check and perform preventive maintenance including oil changes and grease jobs on assigned equipment; reporting mechanical problems to Shop Foreman.
  9. Maintain reports on work projects including what work was done and how much time was spent.
  10. Sandblast and paint bridges, equipment, and vehicles.
  11. Perform general maintenance and repair work on county buildings, road, bridges, and equipment such as painting, washing, and cleaning.
  12. Operate motor grader with use of V-Plow and wing for snow removal purposes.
  13. Operate oil distributor to heat oil in tank, manipulate controls, and apply oil to road surface.
  14. Assist in signing as needed.
  15. Perform required manual labor as crew members involved in road construction, maintenance, and repair projects.
  16. Operate a variety of tractor-mounted and related mowing equipment in the maintenance of county road shoulders.
  17. Performs other duties as assigned and required.
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**Marginal Functions**

1. Provide backup to positions as needed.
2. Operate a variety of manually operated auxiliary equipment including air hammer and tamper in conjunction with heavier equipment on various construction and maintenance projects.
3. Patch holes; remove old surface with hand tools; drive oil distributor truck and spray oil into holes.
4. During road construction, maintenance, and repair projects, may be required to assist with traffic control in work zones by holding slow/stop signs and directing traffic.

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**Knowledge, Skills, and Abilities Required**

1. Must be able to follow oral or diagrammatic instructions; dealing with several variables.
2. Possess working knowledge of road construction practices and reading grade stakes.
3. Be able to operate equipment in meeting the grade and slope specifications of a project.
4. Possess knowledge of the principles of operating and maintaining heavy equipment and motor vehicles.
5. Able to learn new methods, procedures and skills and apply them to the functions of the position.
6. Perform a variety of tasks and functions involving very good eye/hand coordination.
7. Effectively use tools and equipment in performing job functions.
8. Must reside within a 40-minute response time to assigned shop.

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**Education and Experience Required**

1. Requires high school diploma or equivalent and must be 18 years of age or older.
2. Requires two years' experience in the operation and routine maintenance of construction equipment such as a motor grader, scraper, dozer, heavy snow plow, semi-tractor/trailer, etc.
3. Requires a North Dakota Class A CDL License with tanker and air brake endorsement.

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**Working Conditions and Physical Demands**

The equipment operator spends the majority of work time outdoors operating vehicles and equipment and performing other physical work. The normal work schedule for this position is weekdays during daylight hours, however, special occasions or conditions may require extra hours and time worked on weekends or holidays. Hours during the construction season are extended and require overtime. On a regular basis, is required to lift, carry, push, pull, turn, stoop, kneel, crouch, reach, handle, manipulate items with hands and fingers, twist, grasp, throw, stand, walk, sit, speak, see, and hear. Occasionally required to climb, and crawl. Frequently required to drive/operate equipment such as motor graders, dozers, trenchers, boom cranes, end loaders, heavy trucks, backhoes, snow removal equipment and ditch digging equipment. Overall, the fundamental job duties require physical exertion which is most characterized as medium work or exerting 20 to 50 pounds of force occasionally, 10 to 25 pounds of force frequently, and greater than negligible up to 10 pounds of force on a regular basis to lift, carry, push, or otherwise move objects, including the human body. When performing manual labor, the job can be rated heavy work exerting 50 to 100 pounds of force frequently, 25 to 50 pounds of force frequently, and 10 to 20 pounds of force on a regular basis to move objects requiring considerable physical flexibility, exertion, and strength. This position is exposed to fumes from and contact with chemicals, petroleum products, paint, hot tar, and motor exhaust as well as noise, dust, grass, pollen, and insects. The employee is required to wear protective clothing and equipment such as ear plugs, protective boots, a hard hat, and safety glasses for functions that require them.

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**Other Assignments**

County department heads and supervisors reserve the right to amend the functions assigned this position, either temporarily or permanently, at any time as they determine the best interests of their departments.

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I have reviewed and determined that this job description accurately reflects the position.

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Supervisor/Department Head

\_\_\_\_\_  
Date

\_\_\_\_\_  
Chairperson,  
Board of County Commissioners

\_\_\_\_\_  
Date

\_\_\_\_\_  
Employee

\_\_\_\_\_  
Date