

# JOB DESCRIPTION

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**Date Updated**  
04/19/2022

**Position Title**  
Equipment Operator II

**Department**  
Highway

**Supervisor**  
Road Superintendent,  
Assistant Road Superintendent,  
or Shop Foreman

**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, repair projects, and maintain signage throughout the county as directed.

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## Essential Functions

1. Operate medium and light equipment including single and tandem axle dump truck, semi type truck with belly and side dump trailer, front end loader, backhoe, broom/sweeper, excavator, dozer, and power mowing equipment in a variety of road construction, snow removal, maintenance and repair projects.
2. Operate other heavy equipment such as a dozer and loader as needed, or when the blade is down for repair.
3. Operate specialized heavy equipment such as large front-end loader and large snow blade plow in snow removal operations.
4. Operate single and tandem axle trucks with snow removal equipment for purpose of snow removal.
5. Check and perform preventive maintenance including oil changes and grease jobs on assigned equipment reporting mechanical problems to Shop Foreman.
6. Maintain reports on work projects including what was done and how much time was spent.
7. Sandblast and paint bridges, equipment, and vehicles.
8. Perform general maintenance and repair work on county buildings, roads, bridges, and equipment such as painting, washing, and cleaning.
9. Operate motor grader with use of V-Plow and wing for snow removal purposes on as needed basis.
10. Operate oil distributor to heat oil in tank, manipulate controls, and apply oil to road surface.
11. Perform manual labor as crew members involved in road construction, maintenance, and repair projects.
12. Operate a variety of tractor-mounted and related mowing equipment in the maintenance of county road shoulders.
13. Train new employees to operate equipment as assigned and required.
14. Assist in road signage placement as needed and assigned.
15. Perform other duties as assigned and required.

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## Marginal Functions

1. Provide backup to positions as needed.
  2. Operates 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.

**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 operating a tractor/trailer truck and front-end loader/backhoe on road construction and maintenance projects; two years' experience servicing and maintaining vehicles and heavy equipment; and one year of experience in making pavement repairs using hot and cold mix and road oils.
3. Requires a North Dakota Class A CDL License with tanker and air brake endorsement.

**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.

**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.

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