



CUSTER COUNTY, COLORADO

205 S. 6th Street, PO Box 150
Westcliffe, CO 81252

JOB DESCRIPTION

Job Title: Equipment Operator

Introductory Period: Six Months

FLSA Status: Non-Exempt

Supervision Received: Works under the direct supervision of the Road & Bridge Road Boss and or Assistant Road Boss.

Supervision Exercised: None

The following statements are illustrative of the duties and responsibilities of the position. Custer County retains the right to change the duties and responsibilities on the position.

JOB SUMMARY

Under general supervision of the Road Boas &/or Assistant Road Boss. Operate a variety of heavy and light equipment to perform construction and maintenance of the County roads and bridges. Operate with considerable independence requiring sound judgment and initiative. Position is subject to involuntary overtime and/or compensation time in addition to the normal 40-hour work week for events and snow removal or emergency situations.

ESSENTIAL FUNCTIONS

- Operate, service, and maintain the following types of road equipment: Road Grader, dozer, front-end loader, backhoe, water truck, dump truck, impact roller, street broom, snow plow truck, lowboy, chip spreader, belly dump.
- Construct, maintain, pave and repair roads and bridges.
- Clear and mow right-of-way.
- Maintain road signs.
- Plow snow from bus routes, designated primary arteries, and secondary roads as directed to ensure that roads are safe and passable; and sand roads as appropriate. Make signage and safety recommendations to the appropriate supervisor to identify hazards and prevent accidents.
- Grade gravel roads to maintain safe conditions.
- Haul surface materials by truck and spread on road surfaces.
- Install and clean culverts, including steaming open in cold weather.
- Repair potholes with asphalt.
- Chip and seal roads for easier maintenance.
- Maintain and repair asphalt road surfaces.
- Trim trees and brush when necessary for proper visibility.
- Repair and replace road signs.
- Service and maintain the assigned machine/machinery.
- Clean and repair the shop.
- Assist with traffic control, including flagging, and detouring as assigned.
- Cattle guard cleaning and installation.
- Assist in welding and torch work.
- Maintain accurate and complete records of machinery material usage, and fuel usage.



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- Accurately complete all pertinent paperwork relating to job function such as, but not limited to, work orders, requisitions and timesheets.

PERFERIAL DUTIES

- May be required to remain available and assist with emergency preparedness and damage control/recovery in the event of natural disasters
- Perform other duties as assigned

KNOWLEDGE, SKILLS AND ABILITIES:

- Knowledge of safe operating procedures and practices
- Knowledge of heavy equipment operation
- Ability to read, write and carry out routine oral and written instructions
- Ability to perform basic math skills
- Ability to safely and effectively operate a variety of vehicles and heavy road equipment
- Ability to conduct minor adjustments/repairs to equipment
- Ability to perform manual tasks effectively
- Ability to cooperate and interact with co-workers and the public
- Skilled in the use of a variety of hand and power tools needed to complete assigned duties
- Ability to apply common sense in performing job duties

TOOLS & EQUIPMENT USED

The duties of this position require the use of pickup, dump truck, water truck, backhoe, loader, road grader, roller, sweeper, bulldozer, compactor-sheep foot, steel-wheel, pneumatic roller, track hoe, tractor trailer and radio, meters, paint striper, chainsaw, shovel, rake, pick, broom, post driver, hammer, hand tools, hydraulic & pneumatic tools, grinding wheel. Operator skill level not required for all equipment and tools.

WORKING ENVIROMENT

The work environment characteristics described herein are representative of those employees may encounter while performing the essential functions of the position. Reasonable accommodation may be made to enable qualified individuals with a disability to perform the essential functions of the position.

Work is performed primarily outside. Employee is subject to adverse weather and environmental conditions including extreme temperatures, humidity and precipitation, noise and vibration from heavy equipment, physical hazards from moving machinery, equipment with moving parts and traffic, adverse conditions from dust, fumes and chemicals. Exposure to animals, wildlife, reptiles and insects. Work with hazardous and nonhazardous chemicals/materials.

The position requires daily and prolonged repetitive motor movements, such as but not limited to:

- Sitting and operating mechanical controls for extended periods of time.
- Lifting materials (ground level to above head) in the range of 40 (forty) to 100 (one hundred) pounds (such as cement, gravel, culvert pipe, posts, various pieces of equipment, etc.)
- Shoveling (materials such as asphalt, gravel, etc.) digging (post holes, trenches, etc.)
- Standing for considerable lengths of time as well as stooping and bending over.
- Walking and standing for considerable lengths of time.



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PHYSICAL DEMANDS

The physical demands of the position must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

The employee is required to sit, talk and hear and is frequently required to stand, walk, and use hands to finger dexterity to perform clerical functions of the position. The employee is occasionally required to reach with hands and arms, must be able to exert up to 100 lbs. of force occasionally and/or up to 50 lbs. of force frequently and/or up to 25 lbs. of force constantly to lift, carry, push and pull at waist level or over head or otherwise move objects

Specific vision abilities required by this position, ability to distinguish objects in low and bright light using visual capacity including peripheral vision, depth perception, color vision and near and far vision.

This position is occasionally required to stoop, kneel/bending crouching, crawling, twisting, and reaching and reaching.

MINIMUM EDUCATION / EXPERIENCE REQUIRED:

High School Diploma. Related experience and/or training. Minimum 2 years' experience in a related field; or an equivalent combination of education and related experience required.

DOT Requirements:

Must pass post job offer physical and alcohol/drug test.
Position is subject to DOT random drug &/or alcohol testing
Position is subject to post accident drug &/or alcohol testing
Consent to and pass criminal background check.

LICENSE OR CERTIFICATION REQUIRED:

Current Class A Colorado Commercial Driver's License (CDL) with a current medical card required with tanker endorsement or ability to get within 60 days of hire.

All job descriptions have been reviewed to ensure only the essential functions and basic duties have been included. Peripheral tasks, only incidental related to each position, have been included. Requirements, skills and abilities included have been determined to be minimal standards required to successfully perform the position. In no instance however, should the duties, responsibilities and requirements be interpreted as all-inclusive. Supervisors as deemed appropriate may assign additional functions and requirements.

In accordance with Americans with Disabilities Act (ADA), it is possible requirements may be modified to reasonably accommodate disabled individuals. However, no accommodations will be made which may pose serious health or safety risks to the employee or others or which may pose undue hardships on the organization.



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This job description does not constitute an employment agreement between the employer and employee and is subject to change by the employer as the need of the employer and requirements of the position change.

Employee Signature

Date