



FLATHEAD COUNTY, MONTANA

Position Vacancy Announcement

POSITION: EQUIPMENT OPERATOR II DATE OPENED: 3/13/2020

DEPARTMENT: ROAD DEPARTMENT CLOSING DATE: 3/30/2020

If you have any questions about this position vacancy, call: (406) 758 - 5790

NUMBER OF POSITIONS OPEN: 1

BARGAINING UNIT: Operators - Road

FULL TIME

REGULAR
(YEAR ROUND POSITION)

IF APPLICABLE:
TRAINING WAGE: \$ _____ per _____

PART TIME

SEASONAL

STARTING WAGE: \$ 22.13 per Hour _____

SALARY AT:

____ YEAR STEP: \$ _____ per _____

____ YEAR STEP: \$ _____ per _____

____ YEAR STEP: \$ _____ per _____

TEMPORARY

VISIT https://flathead.mt.gov/human_resources/downloads.php FOR BENEFIT INFORMATION.

SEE ATTACHED JOB DESCRIPTION. Additional information:

See attached position job description for duties.

* This job opening is an operator's union position.

* Staking experience, ability to read blue prints, capable of blue topping and 5 years of experience operating a grader.

* Working hours for standard shifts 4-10's construction season and 5-8's winter season.

* Two retirement pensions, health plan options offering health, dental and vision.

* 15 days vacation/yr starting year, 12 sick days/yr, and 10 paid holidays.

APPLY FOR THIS POSITION AT FLATHEAD COUNTY'S WEBSITE:

https://flathead.mt.gov/human_resources/apply/

ALL COMPLETED APPLICATIONS MUST BE SUBMITTED ELECTRONICALLY THROUGH FLATHEAD COUNTY'S WEBSITE BY 5:00 PM ON THE CLOSING DATE. Paper, faxed or email applications will not be accepted.

Flathead County's pre-employment process includes reference checks and criminal history checks. A record of criminal conviction will not necessarily bar you from employment. Depending on the position, the pre-employment process may also include skill testing and drug/alcohol testing.

FLATHEAD COUNTY IS AN EQUAL OPPORTUNITY EMPLOYER

Flathead County is an equal opportunity employer. Flathead County shall, upon request, provide reasonable accommodations to otherwise qualified individuals with disabilities.

This job description is intended to reflect core areas of responsibility and an incumbent employees' knowledge and skill set needed to complete those functions. This document is not intended to catalog each individual duty; employees are routinely called upon to address emerging employer requirements in alignment with individual work units and assignments of jobs. The job description does not constitute an employment agreement between the employer and employee and is subject to change by the employer as the needs of the employer change.

Job Title: Equipment Operator

Job Code: 16180

Department: Road

Pay Grade: Union

Reports to: Road & Bridge Manager

FLSA Status: Non-Exempt Exempt

Department Overview: The Flathead County Road and Bridge Department maintains roads, bridges, and equipment. Other operations include, but are not limited to: installation and upgrade of signs, guardrail, culverts, repairs of road damage, clearing obstructions on roads and rights-of-way, striping of roads, crosswalks and walkways, rock raking, removal of trees that blow down, and sweeping roads. In addition, the office deals with budget issues, rights-of-way issues, encroachment permits, load limits, and a variety of public issues including road reviews for subdivisions, etc.

Job Summary: Under general supervision, operates various types of road construction and maintenance equipment; and does related work as required.

Essential Functions (Major Duties or Responsibilities): *These duties are the essential functions and are not all-inclusive of all duties that the incumbent performs.*

- Operates skillfully and within close tolerances construction or maintenance equipment;
- Cuts, fills, levels, grades, mixes, and compacts subgrade and finished surfaces;
- Loads and moves material;
- Clears slopes, and finishes surfaces;
- Operates large semi-truck and trailer units in hauling heavy equipment and materials;
- Assists in servicing and field repair of assigned equipment;
- Operates heavy snow removal equipment;
- May perform heavy and semi-skilled construction or maintenance work;

Non-Essential Functions:

- Perform other duties as assigned including but not limited to attending staff or safety meetings, providing backup for other staff, participating in training, etc.

Physical Demands and Working Conditions:

- Standing on feet and walking occasionally, but during certain projects could be up to 10 hours per day.
- Continuous sitting, from 5 to 10 hours a day.

- **Lifting/carry:** Frequently at 10 to 50 pounds, and occasionally while negotiating stairs; occasionally at 50 to 100 pounds.
- **Continuous bending** is required when operating equipment and other related duties.
- **Occasional reaching above head and constant use of upper extremities with daily lifting and twisting of back.**
- **Frequent climbing in and out of vehicles and equipment, buildings, right-of-way, and bridges is required.**
- **Frequent pushing and pulling of equipment, material and tools.**
- **The noise level of the equipment is usually moderate; however employee is subjected to loud equipment noise.**

Supervision Exercised: The primary function of this job is not in a supervisory capacity.

Knowledge, Skills, and Abilities:

The job requires knowledge of:

- **Operation and capabilities of at least five pieces of maintenance and construction equipment; i.e. asphalt plant, motor grader, front end loader, backhoe, sweeper, roller, dozer, dump truck, and other various equipment used in the construction and maintenance of roads and bridges;**
- **Methods, practices, and materials used in road construction and maintenance;**
- **Uses and purposes of hand tools;**
- **Safe driving practices and federal, state and county laws pertaining to the operation of motor vehicles.**

The job requires skill in:

- **Operation of road construction and maintenance equipment (e.g., dozers, snowplows, graders, dump trucks, excavators, asphalt plant etc.).**

The job requires the ability to:

- **Operate safely and skillfully construction or maintenance equipment;**
- **Perform heavy and semi-skilled construction or maintenance work;**
- **Read survey grade stakes;**
- **Understand and follow oral and written directions given by management or designated supervisors;**
- **Obtain and maintain a Montana Commercial Driver's License, Type 1 Class A with endorsements for doubles, tanker and airbrakes.**

Education and Experience:

The job requires education and experience equivalent to graduation from high school and one year of experience in road construction within the previous five years involving the operation of automotive or heavy equipment. An incumbent in this position is required to obtain a Commercial Driver's License (CDL) and maintain all conditions associated with this license.

Action	Date	Reference
Adopted	11/23/2009	Commissioners' Minutes
Revised	03/12/2019	Commissioners' Minutes

I have received, reviewed and understand the position description above. I further understand that I am responsible for the satisfactory execution of the essential functions described therein under conditions as described.

Employee Signature

Date

Printed Name

