



HILL COUNTY
JOB POSTING/ DESCRIPTION
March 31, 2023

Job Title: Sprayer/Operator

Department: Weed and Mosquito District

Type: (4) Seasonal

Accountable To: Field Supervisor

Wage: \$12.68/hr (non-certified); \$13.21/hr (certified); \$14.26/hr (cross-trained)

Job Overview: Performs labor and technical duties in noxious weed and mosquito control efforts. This is a seasonal position. Operates and maintains pesticide application equipment on a daily basis. May be responsible for minor equipment, building and ground maintenance. This position performs semi-skilled labor duties in the operation and maintenance of spraying equipment. Employees work with pesticides, which if applied incorrectly could harm employees, the environment, and the public. Must be aware of public safety in the use of chemicals and with equipment on highways. Hazards include driving difficult terrain, occasional encounters with ticks, stinging insects, poisonous snakes, poisonous plants, and working with chemicals requiring adherence to safety practices and procedures. Position works outdoors, early morning and late evening hours, and may require strenuous physical activity. Applicant must be able to tolerate heat and mosquitoes. Position requires diplomacy in dealing with the public. Testing will be on June 1st, 2023.

Essential Functions (Major Duties or Responsibilities): Position requires ability to communicate verbally and in writing; apply rules and regulations; exercise sound judgment; calibrate equipment; repair and do light maintenance of equipment; walk long distances on uneven ground while carrying equipment; climb over fences; read and understand maps; mix and apply chemicals; lift heavy containers weighing up to 100 pounds; use hand tools; visually inspect sites; maintain detailed records; operate equipment; operate a pick-up truck.

Knowledge, Skills and Abilities:

Knowledge: This position requires a basic knowledge of principles and practices of pest control including chemicals, equipment, local plants and noxious weeds, county roads and property, and Weed and Mosquito District policies. Safety and pesticide knowledge are required.

Skills: This position requires skills in identifying and spraying weeds, identifying mosquito larval stages, map reading and making significant mathematical computations.

Abilities: This position requires the ability to: drive a one ton truck with clutch; learn to identify noxious weeds; work independently; follow safety procedures; be aware of changing weather/wind conditions; work outdoors in heat; walk long distances while carrying heavy equipment; operate specialized equipment; exercise sound judgment; communicate effectively orally and in writing; follow verbal and written instructions; establish effective working relationships with fellow employees, supervisors and the public. Must be able to physically walk on inclines up to eight hours per day.

Minimum Qualifications (Education and Experience): The above knowledge, skills and abilities are typically acquired through a combination of education and experience equivalent to:

- A high school diploma/equivalent.
- Additional classes or experience with agriculture and chemicals preferred.
- Must possess a valid driver's license.

ESSENTIAL REQUIREMENTS:

- Applicant must be **18 years or older** to apply.
- All applicants must study three manuals:
 1. Basic Pesticide Training Manual
 2. Mosquito Abatement Training Manual

3. Weed Training Manual

The Montana Department of Agriculture will administer the test and all applicants must pass with an 80% or better score on the Basic Pesticide test, Weed test, and Mosquito Abatement test. (Check for date of test). Following successful completion of the Department of Agriculture tests, the Weed District will give a weed ID test, map test, and a pesticide label test which must be successfully passed with score as determined by District.

The specific statements shown in each section of this description are not intended to be all inclusive. They represent typical elements and criteria considered necessary to perform the job successfully. Other duties may be needed or assigned.

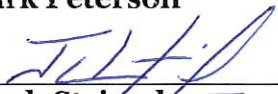
Signatures

My signature below indicates the statements in the job description are accurate and complete. It also constitutes notification of the job vacancy to the Hill County Commissioners to allow posting of this position.

<i>Terry Turner</i>	Weed/Mosquito Supervisor	3/31/2023
Immediate Supervisor	Title	Date

Commissioner's Review:

	<i>Commissioner</i>	<i>April 3, 2023</i>
Mark Peterson	Title	Date

	<i>Commissioner</i>	<i>4-3-2023</i>
Jacob Strissel	Title	Date

Sheri Williams	Title	Date
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Human Resources Review

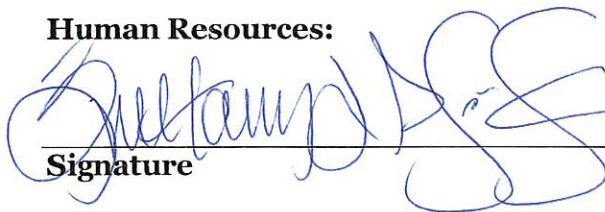
Step: 10 **Grade: 4** **Rate of Pay: \$12.68 per hour** CW

My signature below indicates that Human Resources has reviewed this job description for completeness and has made the following determinations:

- | | |
|--------------------------------------|---|
| <input type="checkbox"/> FLSA Exempt | <input checked="" type="checkbox"/> FLSA Non-Exempt |
| <input type="checkbox"/> Appointed | <input type="checkbox"/> Elected |

Union Bargaining Unit:

Human Resources:

	Human Resources	<i>4.3.2023</i>
Signature	Title	Date

**HILL COUNTY
POSITION DESCRIPTION**

POSITION: Weed and Mosquito Applicator

DEPARTMENT: Weed and Mosquito District

ACCOUNTABLE TO: Field Supervisor

SUMMARY OF WORK: Performs labor and technical duties in noxious weed and mosquito control efforts. This is a seasonal position. Operates and maintains pesticide application equipment on a daily basis. May be responsible for minor equipment, building and ground maintenance.

JOB CHARACTERISTICS:

Nature of Work: This position performs semi-skilled labor duties in the operation and maintenance of spraying equipment. Employees work with pesticides, which if applied incorrectly could harm employees, the environment, and the public. Must be aware of public safety in the use of chemicals and with equipment on highways. Hazards include driving difficult terrain, occasional encounters with ticks, stinging insects, poisonous snakes, poisonous plants, and working with chemicals requiring adherence to safety practices and procedures. Position works outdoors, early morning and late evening hours, and may require strenuous physical activity. Applicant must be able to tolerate heat and mosquitoes. Position requires diplomacy in dealing with the public.

Personal Contacts: Frequent contact with landowners and the general public in performance of duties and to provide information. Coordinates duties with other department employees as position usually works as part of a team.

Supervision Received: Daily instructions, assignment of project, and inspection of fieldwork from the Field Supervisor. Direct supervision of tasks occurs infrequently.

Essential Functions: Position requires ability to communicate verbally and in writing; apply rules and regulations; exercise sound judgment; calibrate equipment; repair and do light maintenance of equipment; walk long distances on uneven ground while carrying equipment; climb over fences; read and understand maps; mix and apply chemicals; lift heavy containers weighing up to 100 pounds; use hand tools; visually inspect sites; maintain detailed records; operate equipment; operate a pick-up truck.

AREAS OF JOB ACCOUNTABILITY AND PERFORMANCE:

An applicator is responsible for all assigned equipment. Locates and documents pest infestations; places flags in infested areas; mixes pesticides from concentrated liquid; operates spray truck, two-way radio, hand and vehicle mounted sprayers; sprays noxious weeds within county being careful not to damage other plants and being aware of wind conditions; applies insecticides within the Mosquito District; documents and files daily progress reports.

- Notifies field supervisor of problems or deficiencies encountered.
- Cleans trucks, containers, and chemical storage areas.
- Performs other related duties as required.

JOB REQUIREMENTS:

Knowledge: This position requires a basic knowledge of principles and practices of pest control including chemicals, equipment, local plants and noxious weeds, county roads and property, and Weed and Mosquito District policies. Safety and pesticide knowledge is required.

Skills: This position requires skills in identifying and spraying weeds, identifying mosquito larval stages, map reading and making significant mathematical computations.

Abilities: This position requires the ability to: drive a one ton truck with clutch; learn to identify noxious weeds; work independently; follow safety procedures; be aware of changing weather/wind conditions; work outdoors in heat; walk long distances while carrying heavy equipment; operate specialized equipment; exercise sound judgment; communicate effectively orally and in writing; follow verbal and written instructions; establish effective working relationships with fellow employees, supervisors and the public. Must be able to physically walk on inclines up to eight hours per day.

EDUCATION AND EXPERIENCE:

The above knowledge, skills, and abilities are typically acquired through a combination of education and experience equivalent to:

- A high school diploma.
- Additional classes or experience with agriculture and chemicals preferred.
- Must possess a valid driver's license.

ESSENTIAL REQUIREMENT:

- Applicant must be **18 years or older** to apply.
- All applicants must study three manuals:

1. Basic Pesticide Training Manual
2. Mosquito Abatement Training Manual
3. Weed Training Manual

The Montana Department of Agriculture will administer the test and all applicants must pass with an 80% or better score on the Basic Pesticide test, Weed test, and Mosquito Abatement test. (Check for date of test). Following successful completion of the Department of Agriculture tests, the Weed District will give a weed ID test, map test, and a pesticide label test which must be successfully passed with score as determined by District.

JOB PERFORMANCE STANDARDS:

Evaluation of this position will be based primarily upon performance of the preceding requirements and duties. Examples of job performance criteria include, but are not limited to, the following:

- Performs assigned duties.
- Competently performs spray duties.
- Follows safety procedures in dealing with chemicals and equipment
- Properly cleans and maintains equipment.
- Demonstrates sound judgment in making decisions.
- Maintains accurate records of areas sprayed and surveyed.
- Attends training sessions as required.
- Prepares and submits accurate and timely reports.
- Deals tactfully and courteously with the public.
- Observes work hours.
- Demonstrates punctuality.
- Establishes and maintains effective working relationships with fellow employees, supervisors, and the public.