



HILL COUNTY
JOB POSTING/ DESCRIPTION
September 15, 2023

Job Title: Heavy Equipment/Grader Operator/Truck Driver

Department: Road Department

Type: (1) Full-time

Accountable To: Road & Bridge Supervisor

Wage: \$20.43 hourly

Applications will be accepted until 9/29/23

Job Overview: Construct and maintain county roads, streets and bridges to provide safe roadways to the public. Install signs and traffic controls.

Essential Functions (Major Duties or Responsibilities): Perform skilled and semi-skilled technical duties requiring adherence to safety standards. Position on-call for emergencies. Build and grade dirt and gravel roads. Operate tandem axle tractor with belly dump or lowboy trailers during all seasonal weather conditions. Operate grader, backhoe, loader, dozer, and scraper. Blade roads, haul gravel, plow snow, sand roads, sweep roads and haul equipment. Load and unload building materials. Clean ditches, install and repair culverts, mow along roadways, take down snow fence and install guard rails. Maintain bridges, repair and install signs, and paint. Assist in evaluating need for and install road signs. Rough carpentry and laborer duties. Construct concrete forms. Shovel and rake asphalt and patch pavement. Sign to direct traffic through road construction or operate pilot car. Clear and maintain right of ways, clear roadside of debris, trim and fall trees, clear away brush, assist with flood control and Build dikes to divert water during flood conditions. Maintenance and field repair of equipment, weld metal components together, change oil, check tires and fluids. Clean-up around shop and yard, wash pickup truck and heavy equipment, sweep floors, pick up debris from yard.

Physical and Environmental Demands: Work outdoors, sometimes in adverse weather conditions. Ability to lift 105-pound grader blades. Hazards of position include working with moving parts of heavy equipment, hazardous wastes, lifting heavy weights, digging near underground utilities, work on slopes and in road traffic, noise, dust, and with spring runoff conditions.

Knowledge, Skills and Abilities: Knowledge of operation and maintenance of heavy equipment, roadway construction, hazards and safety practices, signing and safety of work zone areas. Snow removal practices and procedures. Operate hand and power tools, load and unload material, rough carpentry, weld, dig, pain, read grade stakes, lift and maneuver tools and heavy parts. Skill in heavy equipment operation and maintenance or repairs. Ability to communicate effectively, maintain records, evaluation problems and identify solutions, follow verbal and written instructions. Establish effective working relationships with fellow employees, supervisors, and the public.

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

- High school diploma or equivalent.
- Valid CDL w/airbrakes (within 3 months of employment).

Special Requirements:

- Successfully pass drug test (prior to hire, and on a random basis)
- Satisfactory completion of the 6-month probationary period


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.


Shane Huston Road/Bridge Supervisor 9-15-23
Title Date

Commissioner's Review:


Mark Peterson Commissioner 9-15-2023
Title Date

Jacob Strissel

Sheri Williams Commissioner 9-15-2023
Title Date

Human Resources Review

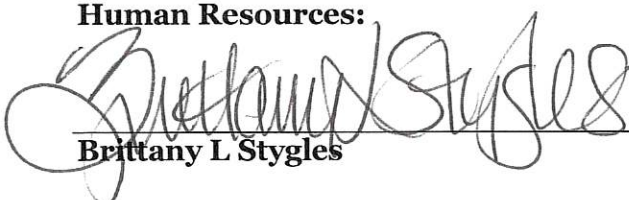
Step: 1 Grade: Operators Rate of Pay: \$20.43 per hour 

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

- FLSA Exempt FLSA Non-Exempt
- Appointed Elected

Union Bargaining Unit: IUOE400 Road & Bridge

Human Resources:


Brittany L Stygles Human Resources 9.15.23
Title Date