

**Whitman County Human Resources**  
400 N. Main Street · Colfax, WA 99111  
(509) 397-5242 · FAX (509) 397-6355 · [www.whitmancounty.org](http://www.whitmancounty.org)



## **JOB ANNOUNCEMENT**

**POSITION:** Heavy Equipment Operator – LaCrosse Shop

**DEPARTMENT:** Public Works

**MONTHLY SALARY:** \$3,089.00 per month DOQ plus benefits  
(Grade HEO; Step 3)

**UNION STATUS:** Road Bargaining Unit

**TO APPLY:** Whitman County Human Resources  
400 North Main Street  
Colfax, WA 99111  
(509) 397-6205

**CLOSING DATE:** Until Filled; Second Review Oct 25, 2017 at 5:00 p.m.

**LOCATION:** Whitman County

**SELECTION PROCEDURE:** Applicants must submit a signed, original Whitman County application. The application will be reviewed and evaluated to determine applicants invited for an interview and equipment operations test involving testing on a truck-trailer and trackhoe and loader.

Applicants are required to already possess a Commercial Drivers License (CDL) Class A with tank endorsement. Current CDL medical card required.

Must pass a pre-employment drug screen before beginning work.

**TO QUALIFY:** See attached illustrative example of duties & requirements.

In compliance with the Immigration Reform and Control Act of 1986, Whitman County will hire only United States citizens and aliens lawfully authorized to work in the United States. Documented evidence of identity and employment eligibility must be presented at time of hire.

**WHITMAN COUNTY IS A SMOKE-FREE WORKPLACE  
EQUAL EMPLOYMENT OPPORTUNITY EMPLOYER  
AMERICAN WITH DISABILITY ACT**  
Any persons requiring accommodation should advise us of that need.

**WHITMAN COUNTY  
POSITION DESCRIPTION**

**Effective Date:** 9/21/2011

**Position Title:** Heavy Equipment Operator

**Job Family Classification #:** 30

**Department Title:** Public Works

**Department Code:** 411, 412, 421, 422, 423, 432, 433

**Pay Grade:** 5

**FLSA Status:** Non-Exempt

**Union Status:** Represented

**Reports to:** Working Foreman/District Supervisor

**PURPOSE**

Perform skilled equipment operations, manual maintenance and other related work.

**NATURE OF WORK**

This is responsible road maintenance and construction work involving, on a continuing basis, the safe, efficient and skilled operation of heavy road maintenance equipment and the performance of manual work. Work of this class is distinguished by the skill level necessary to perform the more difficult operations for which the equipment is used, and/or significantly increased responsibility for the safety of employees working near or in conjunction with assigned equipment. Work requires employees to exercise considerable initiative and independent judgment in the performance and completion of assignments. This classification is characterized by the skilled operation, on a continuing basis, of one or more of the following equipment: bulldozers, hydraulic excavators, graders, welding equipment, truck, tractor and trailer as required.

Work is normally performed in the cab of assigned equipment or outdoors in all weather conditions.

**ESSENTIAL FUNCTIONS**

- Perform skilled operation of tandem axle trucks and trailers and heavy road equipment in conformance with applicable laws, procedures, and standards; detect need for equipment repair,
- Perform preventive and minor mechanical repair.
- Perform manual labor; lifting, bending, climbing and walking in the performance of duties.
- Work outdoors in all weather conditions.
- Knowledge of safety practices.
- Operate a road grader performing extremely close tolerance work for obtaining grade alignment, road surface contour, and snowplow attachment for removing snow from county roads.

- Operate a hydraulic excavator or backhoe to perform skilled grade alignment on roads, ditches and culverts and extremely close tolerance work on bridges.
- Operate a bulldozer moving large volumes of dirt, rock, sand or stone: cut and fill land surfaces, in construction of county roads and bridge work.
- Operate a loader to perform skilled grade alignment on ditches; load and move gravel, rock, dirt, snow and other materials; Load materials on double and single axle trucks.
- Operate tandem axle truck and trailers to move materials and equipment throughout the County.
- Perform a variety of manual road maintenance and construction.
- Perform service and preventive maintenance on assigned equipment, and assist mechanic in the completion of repairs as required.
- Perform a variety of manual road maintenance and construction assignments.
- Perform skilled arc and acetylene welding work in the construction, modification, maintenance, and repair of equipment.

#### **NON-TECHNICAL ESSENTIAL FUNCTIONS**

Understand and carry out written and oral instructions; evaluate work situations and determine courses of action; work independently in the performance of assigned tasks; reliability, cooperativeness, flexibility, maintain effective working relationships with co-workers and the public.

#### **SUPERVISION EXERCISED AND RECEIVED**

Supervision is not a normal responsibility of positions in this class. Work is performed under the general supervision of the Working Foreman.

#### **SELECTION CRITERIA**

##### **Knowledge, Skills, Abilities**

- Knowledge of the care, maintenance and safe operation of assigned equipment.
- Knowledge of the occupational hazards and safety precautions applicable to the work.
- Skill to perform the more difficult operations for the equipment used
- Skilled operation, on a continuing basis, of one or more of the following equipment: bulldozers, hydraulic excavators, graders, welding equipment, truck, tractor and trailer as required
- Ability to meet criteria of essential functions and non-technical essential functions.

#### **EXPERIENCE, EDUCATION AND TRAINING**

Two (2) years of tandem axle truck and trailer and equipment operation experience, or substituting on a month for month basis, any experience, education, or training which would demonstrate the level of knowledge and ability required.

Able to drive a 13-speed road ranger transmission and a tandem axle truck, with a minimum of one year of full-time driving experience in this equipment.

Possession of a valid Class 'A' Commercial Driver's License (CDL) with tank vehicle endorsement; must have a safe driving record.

Must be able to pass a pre-employment drug screen before beginning work.

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