

**Plymouth County**  
**Employer's Job Description**

|                        |                                 |                                                                             |
|------------------------|---------------------------------|-----------------------------------------------------------------------------|
|                        | <b>Department:</b>              | Secondary Roads                                                             |
| <b>Position Title:</b> | Equipment Operator-Motor Grader | <b>Pay Grade:</b> TBD                                                       |
| <b>Status:</b>         | Hourly / Non-exempt             | <b>Reports To:</b> District Foreman, Road Superintendent<br>County Engineer |

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### **Primary Purpose of Position**

The primary purpose of this position is to function independently, or as part of a crew, operate a motor grader and other medium and heavy construction equipment in routine maintenance and construction activities

### **Essential Duties and Responsibilities**

**The following duties are normal for this position. These job duties are not to be construed as exclusive, or a specific list, and other duties may be required and assigned by the Supervisory or County Engineer:**

- Responsible for the maintenance and the safe and efficient operation of equipment used in the construction and maintenance of Plymouth County Secondary Roads.
- May perform duties as a laborer or any other duties pertinent to the aforesaid as assigned by a supervisor.
- Provide labor to perform such work as flagging traffic, maintain material piles, load and unload materials on projects, brush removal, other manual labor as assigned.
- Operates motor graders, end loaders, trucks, snow plows, sanding and salting equipment, and other automotive, maintenance and construction equipment.
- Service equipment and perform routine maintenance as needed.
- Complete reports for maintenance records of vehicles and equipment.
- Reports maintenance projects to foreman.
- Perform other related duties as directed.

### **Qualifications and Prerequisites:**

- Possess some mechanical knowledge of automotive and construction equipment with preferably one year of work experience involving construction and maintenance equipment.
- Ability to perform repetitive work without direct supervision.
- Ability to perform manual labor in inclement weather for extended periods of time.
- Ability to perform routine heavy manual labor, (50 to 100 lbs. of dead lifting and to walk stairs carrying 50 lbs.)
- Ability to understand and follow written and oral instructions.

### **Minimum Training and Experience Required to Perform Essential Job Functions**

High school diploma or GED equivalent and experience with heavy equipment. Possess a current Class A Iowa Commercial Drivers License with air brake endorsement and proof of insurance.

### **Physical and Mental Abilities Required to Perform Essential Job Functions**

#### **Language Ability and Interpersonal Communication**

Ability to classify, compute and tabulate data and information, following a prescribed plan requiring the exercise of sound judgment.

Ability to work independently and to follow a work plan with or without instructions

Ability to understand well established policies, procedures and standards, as well as the ability to follow specific instructions and respond to simple requests from others.

Ability to communicate professionally and courteously with the general public and to maintain an effective working relationship with other employees.

## **Judgment and Situational Reasoning Ability**

Ability to use functional reasoning and apply rational judgment in dealing with employees and the general public.

Ability to exercise the judgment, decisiveness and creativity in situations involving a variety of pre-defined duties subject to frequent change.

Must also have the ability to remain calm and professional in stressful situations, and the ability to work independently and to exercise good judgment in making

## **Physical Requirements**

Ability to coordinate eyes, hands, feet and limbs in performing skilled movements required by the requirements of this classification.

Ability to exert very heavy physical activity, climb stairs, and able to lift and carry very heavy materials for a continuous period of time, and stand for long periods of time, and exposure to injury is possible.

Vision abilities required by this job include close vision, color vision and the ability to adjust and focus.

## **Environmental Conditions**

Ability to work under some uncomfortable conditions inside and outside where exposure to injury is possible, including moderately noisy conditions and exposure to vibration, dirt, dusts, odor, and fumes.

## **Compliance**

Compliance with the employee handbook, employer policies, department work rules, and supervisor directives.

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Plymouth County is an Equal Opportunity Employer. In compliance with the Americans with Disabilities Act, the County will provide reasonable accommodations to qualified individuals with disabilities and encourages both prospective and current employees to discuss potential accommodations with the employer

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## **Employee Acknowledge**

The undersigned employee hereby acknowledges receipt of this Job Description and requirements.

I hereby acknowledge and attest that I have read and understand the Job Description outline above and the required job functions. I further acknowledge and understand that this document is merely an outline of the job functions and that other job duties may be required in this position.

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Employee's Signature

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Elected Official or Department Head

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Date

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Date

Revised February 2023