



Career Service Authority

Heavy Equipment Operator

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GENERAL STATEMENT OF CLASS DUTIES

Performs full performance level operation of heavy construction and earthmoving equipment, such as a motor grader, bull dozer, asphalt spreader, large front end loader, runway snow removal equipment, and other related heavy equipment.

DISTINGUISHING CHARACTERISTICS

This class is distinguished from the Semi-Tractor Trailer Operator class, which operates an 18 wheeled vehicle and/or semi-tractor trailer equipment, and is distinguished from the Power Shovel Operator, which operates extraordinarily large and/or specialized equipment such as power shovels, backhoes, and cranes over a 40 ton capacity, etc.

Guidelines, Difficulty and Decision Making Level:

Guidelines are generally but not always clearly applicable, requiring the employee to exercise judgment in selecting the most pertinent guideline, interpret precedents, adapt standard practices to differing situations, and recommend alternative actions in situations without precedent.

Duties assigned are generally complex and may be of substantial intricacy. Work assignment is performed within an established framework under general instructions but requires simultaneous coordination of assigned functions or projects in various stages of completion.

Employee is responsible for determining time, place, and sequence of actions to be taken. Unusual problems or proposed deviations from guidelines, practices, or precedents may be discussed with the supervisor before being initiated.

Level of Supervision Received and Quality Review:

Under general supervision, the employee receives assignments and is expected to carry them through to completion with substantial independence. Work is reviewed for adherence to instructions, accuracy, completeness, and conformance to standard practice or precedent. Recurring work clearly covered by guidelines may or may not be reviewed.

Interpersonal Communications and Purpose:

Contacts are of a remedial nature involving the resolution of problems and where some degree of discretion and judgment are required in carrying out a major program and/or function of the organization.

Level of Supervision Exercised:

By position, performs lead work.

ESSENTIAL DUTIES

Operates heavy construction and earthmoving equipment in all environments for which the equipment is used.

Performs inspections of equipment to ensure proper working order, which includes checking fluid levels and leaks, condition of hoses and belts, tire pressure, brakes, lights, and other related mechanical components as required by the City and/or the Colorado Department of Motor Vehicles.

Assists in the preventive maintenance of equipment such as adding oil, greasing zerks and joints, changing bulbs, and changing air filters, etc.

Performs general laboring duties for projects to which the equipment is assigned.

Completes daily work reports and paperwork as required.

Observes all safety practices associated with the operation of equipment, and common hand and power tools.

By position, acts as a lead worker, training, assigning, and overseeing the work of other personnel.

By position, participates in snow removal duties.

Performs other related duties as assigned or requested.

Any one position may not include all of the duties listed. However, the allocation of positions will be determined by the amount of time spent in performing the essential duties listed above.

MINIMUM QUALIFICATIONS

Competencies, Knowledge, & Skills:

Building and Construction – Knowledge of materials, methods, and the appropriate tools to construct objects, structures, and buildings.

Road Work and Pavement – Knowledge of materials, methods, and appropriate tools to construct, maintain, or repair road surfaces, including sidewalks, parking lots, runways, etc.

Industrial Equipment Operation – Knowledge of principles and methods for operating industrial equipment.

Vehicle Operation – Knowledge of procedures for operating motor vehicles, including cars, trucks, or watercraft.

Vehicle Maintenance – Knowledge of motor vehicle engines, parts, and systems, including their designs, uses, repair, and maintenance.

Mechanical – Knowledge of machines and tools, including their designs, installation, uses, repair, and maintenance.

Agility – Bends, stretches, twists, or reaches out with the body, arms, or legs.

Stamina – Exerts oneself physically over long periods of time without tiring (which may include performing repetitive tasks such as hammering or lifting objects).

Physical Strength – Exerts maximum muscle force to lift, push, pull, or carry objects; performs moderately laboring work.

Reading – Understands and interprets written material, including technical materials, rules, regulations, instructions, reports, charts, graphs, or tables; applies what is learned from written material to specific situations.

Writing – Recognizes or uses correct English grammar, punctuation, and spelling; communicates information (for example, facts, ideas, or messages) in a brief, clear, and organized manner; produces written information, which may include technical material, that is appropriate for the intended audience.

Mathematical Reasoning – Solves practical problems by choosing appropriately from a variety of mathematical and statistical techniques.

Oral Communication – Expresses information (for example, ideas or facts) to individual or groups effectively, taking into account the audience and nature of the information (for example, technical, sensitive, controversial); makes clear and convincing oral presentations; listens to others, attends to nonverbal cues, and responds appropriately.

Teamwork – Encourages and facilitates cooperation, pride, trust, and group identity; fosters commitment and team spirit; works with others to achieve goals.

Leadership – Influences, motivates, and challenges others; adapts leadership style to a variety of situations.

Physical Demands:

Standing: remaining on one's feet in an upright position.

Sitting: remaining in the normal seated position.

Lifting: raising or lowering an object from one level to another.

Reaching: extending the hand(s) and arm(s) in any direction.

Handling: seizing, holding, grasping, or otherwise working with hands.

Fingering: picking, pinching, or otherwise working with fingers.

Talking: expressing or exchanging ideas by means of spoken words.

Hearing: perceiving the nature of sounds by the ear.

Repetitive motions: Making frequent movements with a part of the body.

Eye/hand/foot coordination: performing work through using two or more.

Lifting: Raising or lowering an object more than 50 pounds.

Far acuity: ability to see clearly at 20 feet or more.

Near acuity: ability to see clearly at 20 inches or less.

Depth Perception: ability to judge distance and space relationships.

Field of Vision: ability to see peripherally.

Accommodation: ability to adjust vision to bring objects into focus.

Color Vision: ability to distinguish and identify different colors.

Working Environment:

Exposed to hazards from electro/mechanical/power equipment.
Exposed to toxic chemicals.
Subject to hazards of flammable, explosive gases.
Subject to long irregular hours.
Subject to many interruptions.
Subject to varying and unpredictable situations.

Education Requirement:

Graduation from high school, or possession of a GED Certificate.

Experience Requirement:

Two years of experience operating equipment at the Heavy Equipment Operator level which must have included experience on at least two different kinds of equipment at this level.

Education/Experience Equivalency:

700 hours of Heavy Equipment Operator differential.
- OR -
Three years of experience as an Equipment Operator Specialist in the Career Service system.
- OR -
Satisfactory completion of a Career Service Authority sponsored Heavy Equipment Operator Training Course.

Licensure and/or Certification:

Possession of a valid Colorado Commercial Driver's License (CDL) "B" with appropriate endorsements at the time of application.

Some positions may require possession of a valid Colorado Commercial Driver's License (CDL) "A", with appropriate endorsements at the time of application.

License must be kept current as a condition of employment in this class.

CLASS DETAIL

FLSA CODE: Non-Exempt
ESTABLISHED DATE: 09/16/1995
ESTABLISHED BY: Shirley Nikkel
REVISED DATE: 07/12/2009

REVISED BY: John Hoffman

CLASS HISTORY 7/2009 - This class was revised, updated, and placed into the new class specification format.