



Office of Human Resources
Equipment Operator Specialist

General Statement of Duties

Operates medium sized, specialized equipment in the performance of a variety of construction, maintenance, and other work including the use of attachments designed to perform specialized tasks in combination with the vehicle's operation or mode of function and performs light to heavy physical labor.

Distinguishing Characteristics

This class is the second level of four classes in the equipment operations series. This class operates vehicles at the Equipment Operator Specialist level that is described on CSA's Equipment List.

The General Statement of Duties for the other levels of equipment is listed below:

For descriptions and level of individual pieces of equipment, please see CSA's Official Equipment List.

Equipment Operator

Operates light to medium sized equipment in the performance of a variety of construction, maintenance and other work in combination with assigned vehicle's operation or mode of function and performs light to heavy physical labor.

Equipment Operator Specialist

Heavy Equipment Operator

Operates large, heavy industrial equipment and/or semi-tractor trailer equipment which requires a substantial degree of monitoring and/or coordination of the working attachments used in construction, earthmoving, and/or hauling heavy equipment and ground and waste materials and performs light to heavy physical labor.

Power Shovel Operator

Operates large, complex specialized industrial equipment in accordance with the nature of the work and the efficiency of operations in construction, earthmoving, maintenance, and/or repair and performs light to heavy physical labor.

Additionally, the Equipment Operator Specialist is distinguished from the Crew Supervisor that supervises a crew involved in the repair and maintenance of city streets, sewers, golf courses, parks, airport facilities, traffic devices, and other City facilities/infrastructure/equipment. The Equipment Operator Specialist also distinguished from the Operations Supervisor that performs supervisory duties over non-supervisory and/or working supervisory employees involved in the operation, construction, maintenance, and/or repair of City facilities, infrastructure, parks, and urban forests or in the collection and disposal of solid waste.

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 & 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 Communication & Purpose

Contacts with the public or employees where explanatory or interpretive information is exchanged, defended, and gathered and discretion and judgment are required within the parameters of the job function.

Level of Supervision Exercised

By position, performs lead work.

Essential Duties

Operates medium sized, specialized equipment in the performance of a variety of construction, maintenance, and other work including the use of attachments designed to perform specialized tasks in combination with the vehicle's operation or mode of function and ensures the safe and efficient operation of equipment and a variety of work related tools.

Inspects vehicle for loose parts, damaged or worn tires, proper air pressure in tires, and other items affecting its safe operation and completes a pre/post trip inspection as defined by federal guidelines.

Observes on-board instruments while operating equipment and takes routine corrective action if malfunctions are indicated.

Performs manual labor in construction, maintenance, or other work related duties when not driving equipment to or operating it at the work site.

Assists in preventative maintenance of equipment by washing and servicing vehicles with water, oil, and fuel, performs basic maintenance, and makes minor running repairs.

Keeps trip records and logs, reports defects in the vehicles operations, accidents, traffic violations, or damage to the vehicle.

Responds to public inquiries in a courteous manner and provides information within the area of assignment.

By position, participates in snow removal duties.

By position, provides training to less experienced employees.

Performs other related duties as assigned.

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.

Competencies

Customer Service - Works with customers to assess needs, provides assistance, resolves problems, and satisfy expectations, knows products and services, and is committed to providing quality products and services.

Mathematical Reasoning – Understanding of basic math that will be used on the job including counting, adding, subtracting, and multiplying.

Oral Communication - Expresses information to individuals or groups effectively; taking into account the audience and nature of the information; makes clear and convincing oral presentations; listens to others, attends to nonverbal cues and responds appropriately.

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

Written Communication – Composes, reviews, edits, and issues written materials for diverse audiences and communicates purpose in a succinct and organized manner that is appropriate for context, time, and place.

Knowledge & Skills

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

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

Knowledge of principles and methods for operating industrial equipment.

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

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

Knowledge of safety hazards and necessary safety precautions sufficient to be able to establish a safe work environment for self and others.

Education Requirement

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

Experience Requirement

Three (3) years of experience operating equipment at the Equipment Operator Specialist level or higher (approximately 700 hours per year).

Education & Experience Equivalency

A combination of appropriate education and experience may be substituted for the minimum education and experience requirements.

Licensure & Certification

This job requires driving. A valid Colorado Commercial Driver's License (CDL "B") with appropriate endorsements is required as a condition of employment.

Requires Air Brake (L) endorsement.

Licenses and certifications must be kept current as a condition of employment.

Working Environment

Exposed to hazards from electrical/mechanical/power equipment.
Exposed to temperature changes: variations in temperature from hot to cold.
Wet: frequent contact with water or other liquid.
Subject to long, irregular hours.
Subject to many interruptions.
Subject to injury from moving parts of equipment or vehicles.
Subject to hazards of flammable or explosive gases.
Works in precarious or high locations.

Level of Physical Demand

3-Medium (20-50 lbs.)

Physical Demands

(Physical Demands are a general guide and specific positions will vary based on working conditions, locations, and agency/department needs.):

Eye/Hand/Foot Coordination: performing work through using two or more.
Repetitive Motions: making frequent movements with a part of the body.
Feeling: perceiving attributes of objects by means of skin receptors.
Lifting: raising or lowering objects weighing no more than 50 pounds, from one level to another.
Standing: remaining on one's feet in an upright position.
Sitting: remaining in the normal seated position.
Climbing: ascending or descending objects usually with hands and feet.
Walking: moving about on foot.
Carrying: transporting an object; usually by hand, arm, or shoulder.
Pushing: exerting force upon an object so that the object is moving away from the person.
Pulling: exerting force on an object so that it is moving to the person.
Balancing: maintaining body equilibrium to prevent falling over.
Stooping: Bending the body by bending the spine at the waist.
Kneeling: bending legs to come to rest on one or both knees.
Crouching: bending body downward and forward by bending legs.
Crawling: moving about on hands and knees or hands and feet.
Reaching: extending the hand(s) and arm(s) in any direction.
Handling: seizing, holding, grasping, or otherwise working the hand(s).
Fingering: picking, pinching, or otherwise working with fingers.
Talking: expressing or exchanging ideas by means of spoken words.
Hearing: perceiving the nature of sound by the ear.
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.
Field of Vision: ability to adjust vision to bring objects into focus
Color Vision: ability to distinguish and identify different colors.
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 and performs moderately laboring work.

Background Check Requirement

Criminal Check
Employment Verification
Motor Vehicle Record
Licenses/Certification

Assessment Requirement

Performance Test

Probation Period

Six (6) months.

Class Detail

FLSA Code: N
Management Level: 10
Established Date: 8/1/2018
Established By: Lori Schumann
Revised Date:
Revised By:
Class History: