



CASCADE COUNTY

Job Vacancy Announcement

Submit all application materials to:
Cascade County Human Resources Department
325 2nd Ave N #108
Great Falls, MT 59401

Applications available at the Cascade County Human Resources Dept., www.cascadecountymt.gov or Job Service.

Position: Heavy Equipment Operator **Salary: \$28.5949 per hour/\$5.00/hr.** deferred to union pension
Schedule: Full-time with benefits **Closing Date: Opened Until Filled**
Department: Public Works **Department Administrator: Les Payne**

Education/Experience/Training:

- Three (3) years of experience operating motor patrols or other heavy equipment required.
- Knowledge in the operation of on-road heavy equipment and trucks is desirable.

Certifications:

- Valid Class A Commercial Driver's License, Manual Transmission, Air Brakes, Trailer >10,000 lbs., and Tank Endorsements issued by the State of Montana or the ability to obtain within 6 months of hiring date.
- Clean driving record required.
- May be required to perform on-site demonstration showing ability using a CAT Motor Patrol 160M2, 160M3, or a 160AWD.

Applicants may submit an out of state class A license or equivalent but will required to obtain a Montana Class A license within 6 (six) months of date of hire.

Each applicant is required to submit the following:

- ✓ Completed Cascade County Employment Application
- ✓ Copy of valid Commercial Driver's License Class 'A' Manual Transmission, Air Brakes, Trailer >10,000 lbs. with Tank endorsement.

This position is subject to the Cascade County Drug and Alcohol Testing Policy, which includes pre-employment testing, post-accident testing, random testing, reasonable suspicion testing, return to duty testing, and follow-up testing.

JOB SUMMARY

The Heavy Equipment Operator must be self-motivated in the performance of road maintenance operations and other duties such as excavating and pulling ditches, conducting shoulder, asphalt, and slope work, plowing snow, mowing, processing and laying gravel, have a working knowledge with the terms "crowns," "transitions" and "super-elevations" and how to apply these fundamentals in the day-to-day physical roadway maintenance. Occasional operation of other heavy equipment and trucks may be required, act as flag person, place traffic cones, and other devices to assure smooth flow of traffic, use excellent customer service skills establishing and maintaining effective working relationships with other employees, officials, and all members of the general public and perform other related duties as required or assigned.

ESSENTIAL JOB DUTIES AND RESPONSIBILITIES

Operation and maintenance of motor patrols, operation and maintenance of various other heavy equipment including but not limited to dozers, loaders, asphalt pavers, chippers, tractor mowers, trucks and tractor-trailers, operation and maintenance of tractor-trailer units including belly dump, lowboy, flatbed, fifth wheel and pup trailers, operation and maintenance of single axle and tandem snowplow/ sander trucks, operation in all types of construction settings and operations including gravel lay down, dozers, subgrade rehabilitation, asphalt pavers, chippers, tractor-mowers, trucks and tractor trailers, occasionally provides minor equipment maintenance such as greasing suspension, checking hydraulic/ brake fluid, oil, water, transmission and air pressure levels and cleans vehicles, operates dump trucks to haul asphalt, dirt, trash, rock, salt, sand and water and other designated materials, act as flag person, place traffic cones and other devices to assure smooth flow of traffic, practices excellent customer service skills establishes and maintains effective working relationships with other employees, officials and all members of the general public, schedule may include shifts that occur on a Saturday and/or Sunday.

Knowledge and understanding of: Maintenance and operation of road construction and equipment including but not limited to CAT Motor Patrol 160M3, 160M2, 160AWD, front-end loaders, backhoes, excavators, gravel crushing operations, etc.

Skills in: Operation and maintenance of motor patrols, various other heavy equipment including but not limited to dozers, loaders, asphalt pavers, chippers, tractor mowers, trucks and tractor-trailers.

Ability to: Operate vehicles and equipment in a safe and prudent manner, perform heavy manual labor, including bending, stooping, reaching, carrying and lifting heavy objects weighing up to 100 lbs. using correct lifting techniques, manual dexterity of both hands and feet to perform activities such as lifting overhead, twisting, climbing ladders and stairs, repetitive arm motion below, at and above shoulder level, judge distances, work under unfavorable working conditions such as in inclement weather, in heavy traffic conditions, car exhaust fumes, traversing rough undeveloped terrain or construction sites, shoveling material, or picking up debris, work while wearing required personal safety equipment which includes gloves, hardhats, safety glasses, adhere to practices of safety, ability to follow schedules, follow oral and written instructions, remove and reinstall tires, in case of flat repair, aid and assist mechanics during a field repair or service, must be able to sit for long periods of time and perform labor-related activities (lifting, shoveling, raking, etc.) when required, employ and enforce safety practices and procedures, follow schedules and oral and written instructions, observe established lines of authority, work independently and as a team member, interact with the public or other employees in a professional, respectful and courteous manner, establish and maintain effective working relationships with department heads, supervisors, and co-workers, exercise sound judgment within established policies and procedures, read and follow MSDS sheets, attend and participate in training and educational sessions for employees, work extended hours, nights, weekends and holidays as needed, observe work hours and demonstrate punctuality, must be willing and able to be on 24- hour call as needed, perform other duties as required or assigned.

The successful applicant shall serve a 6-month probationary period and will have a criminal background check conducted. The results thereof may disqualify the applicant from consideration for employment with the county.

This position may be reassigned and report to a different maintenance area and/or may perform the duties of this position in one or multiple maintenance areas located within Cascade County subject to the operational needs of Public Works and at management's sole discretion. Transportation to and from multiple county shops will **not** be provided by the County.

This position is covered by and subject to the Collective Bargaining Agreement by and between Cascade County and Public Employees' Craft Council.

Notice to Applicants: Applicants who are claiming Veteran's or Handicap Preference must provide a DD-214 Discharge Document (Part 4) or DPHHS Handicap Certification and Employment Preference Form with their application for employment so Cascade County may apply the preference during the selection process.

Cascade County makes reasonable accommodations for any known disability that may interfere with the applicant's ability to compete in the recruitment and selection process or an employee's ability to perform the essential duties of the job. For Cascade County to consider such arrangements, the applicants must make known any needed accommodations.

CASCADE COUNTY IS AN EQUAL OPPORTUNITY EMPLOYER