

## Florence County Job Description

**Position Title:** Equipment Operator (I)  
**Department:** Highway  
**Reports To:** Highway Commissioner  
**FLSA Status:** Full-Time (40 hours per week)/Non-Exempt  
**Salary Range:** \$18.00 to \$25.49  
**Pay Grade:** 9

**Position Summary:** The purpose of this position is to perform a variety of road maintenance, repairs, construction, and participate in winter and summer highway maintenance projects. May perform manual labor, minor repairs, maintenance of equipment, and perform traffic control.

### **Essential Functions:**

- Operates a variety of road maintenance machines and construction equipment used for highway construction and maintenance such as Loader, Tractor, Skidsteer and Dump Truck.
- Performs winter and summer highway maintenance projects, such as installing snow fence, plowing snow, mowing grass and cutting brush, patching blacktop, grading gravel shoulders.
- Performs manual labor.
- Perform traffic control: flagging and erecting signs.
- Performs minor repair and maintenance of equipment.
- All other duties as assigned.

### **Supervisory Requirements:**

- N/A

### **Education:**

- High School Diploma required.
- CDL is required; or the ability to obtain a CDL within one month of employment.
- Valid State of Wisconsin driver's license is required.

### **Knowledge, Skills and Abilities:**

Any equivalent combination of training and experience, which provide the following knowledge, skills and abilities:

- Knowledge of heavy-duty truck and equipment operation is required.
- Ability to properly operate various highway and construction and building maintenance equipment.
- Ability to exercise independent judgement and work without direct supervision.
- Ability to effectively communicate information to county officials, clients, customers, state officials and the general public.
- Must receive a passing score on any County approved testing related to: verbal and written instructions, mathematical skills, basic computer skills.

### **Physical Requirements:**

- Must have the ability, stamina and willingness to travel over long distances, over rough terrain, on foot, and in all types of weather. Will occasionally be required to perform physically strenuous labor.
- Frequently required to stand, walk, sit, use hands and fingers to handle or feel, reach with hands and arms, talk or hear. Occasionally required to stoop, kneel, or crouch.
- Occasionally required to sit and taste or smell.
- Regularly lift and or move up to 50 pounds and occasionally lift or move up to 100 pounds.
- Vision requirements include close, distant, color, peripheral, depth and ability to adjust focus.

## Florence County Job Description

### **Residency Requirement:**

- Must live within the State of Wisconsin or will move to the State of Wisconsin within one year.

### **Work Environment:**

- Portion of work week spent in an office environment. Minimal noise level.
- Regularly exposed to and working in outside weather conditions.
- May be exposed to shop fumes, odors, mechanical moving parts, and dust.

## Florence County Job Description

### Employee Acknowledgement:

I acknowledge that I have received a copy of the Equipment Operator (I) job description and understand that it is my responsibility to read and understand it. I am able to perform the essential functions as outlined with or without reasonable accommodation. I understand that this job description may be used as a tool to evaluate the performance of my duties. If I have any questions about this job description or my job duties, I understand that I should ask my supervisor or department manager.

Florence County is an Equal Opportunity Employer. Florence County does not discriminate on the basis of any Wisconsin or Federal protected classification. In compliance with the ADA, Florence County will provide reasonable accommodations to qualified individuals with disabilities and encourages both prospective employees and incumbents to discuss accommodations with their employer and/or supervisor.

---

Signature

---

Date

---

Printed Name