



Equipment Operator - Lead

Job Description

Department: Public Works
Position: Career Service
Grade: 723
Supervisory: Lead
Reports to: Roads Supervisor

Summary

Under general direction of the Roads Supervisor, operates a wide range of light and heavy equipment, including woodchippers, generators, dump trucks, loaders, and other specialized vehicles, to support Utah County's construction, maintenance, and emergency operations. Performs complex, specialized duties requiring extensive equipment knowledge and provides leadership and training to other operators.

Essential Functions

Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

1. Transport heavy equipment and various materials for Utah County construction, maintenance, and emergency operations; operate commonly used heavy equipment, including but not limited to, dump trucks and pups, dump trucks with trailers, tractors and side dumps, or tractor with transport trailers, as needed.
2. Operate a variety of commonly used hand tools and equipment, both motorized and non-motorized, including but not limited to tampers, asphalt saws, shovels, picks, and rakes.
3. Operate a variety of commonly used light equipment, including but not limited to woodchippers, generators, trash pumps, and air compressors.
4. Operate a variety of commonly used heavy equipment, including but not limited to graders, loaders, trackhoes, backhoes, mini excavators, skid steers, vac trucks, bulldozers, chip boxes, asphalt boxes, oil distributors, asphalt rollers, water trucks, and street sweepers.
5. Perform daily safety checks and routine minor repairs to maintain light and heavy equipment.
6. Respond to snow removal operations and emergencies on a twenty-four (24) hour on-call basis; remove snow on County roads using a dump truck with plow and sander attachments.
7. Trench and construct ditches for the installation of culverts, water pipes, and sewer pipes.
8. Repair and install fences and guard rails to ensure compliance with County road standards and dig post holes as needed.
9. Operate chain saws, pruning saws, and hand pruners for tree removal and trimming.
10. Perform road maintenance and patching activities.
11. Pick up trash and debris from County roads, streams, and rivers.

For Office Use Only

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FLSA: Non-Exempt
Effective Date: 3/20/2025
Public Safety: No

Worker's Compensation: Roads
Background Level: I
Safety Sensitive: Yes
DOT: Yes
ML: Individual Contributor

12. Assist with land clearing for new road construction.
13. Maintain and grade County gravel and dirt roads.
14. Operate and maintain specialized chipping and asphalt equipment for roads, parkways, and parking lots.
15. Maintain accurate daily records of work completed.
16. Oversee, schedule, assign, and monitor the work of equipment operators in the absence of, or at the request of, the Roads Supervisor.
17. Provide training to Equipment Operators in the safe and efficient operation of light and heavy equipment.
18. Perform the duties of the Equipment Operator I and II as required.

Knowledge, Skills, and Abilities

- Knowledge of road construction and maintenance including patching, grading, and snow removal
- Knowledge of emergency operations related to County roads
- Knowledge of pre-operation equipment checks and maintenance procedures
- Knowledge of safety regulations and procedures related to heavy equipment operations
- Skilled in operating a variety of heavy equipment, including, but not limited to dump trucks, tractors snowplows, sanders, graders, loaders, trackhoes, backhoes, mini excavators, skid steers, vac trucks, bulldozers, chip boxes, asphalt boxes, oil distributors, asphalt rollers, water trucks, and street sweepers
- Skilled in operating a variety of light equipment, including, but not limited to, woodchippers, generators, trash pumps, and air compressors
- Skilled in operating a variety of hand tools and equipment, both motorized and non-motorized, including, but not limited to, chain saws, pruning saws, tampers, and asphalt saws
- Skilled in performing daily safety checks and minor repairs to light and heavy equipment
- Skilled in reading, writing, and basic math
- Ability to prioritize tasks and manage time effectively
- Ability to perform physical demanding tasks in various weather conditions
- Ability to follow instructions, work under pressure, and adapt to changing work conditions
- Ability to communicate effectively verbally and in writing
- Ability to lead and train others while managing their own workload
- Ability to maintain cooperative relationships with those contacted during the course of work activities

Supervisory Responsibility

This position has no direct supervisory responsibility but serves as a lead, coach, and mentor for other positions in the department.

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Work Environment

This job operates primarily in a professional office environment, but also requires extended periods of outdoor work, occasionally in varying weather conditions, including heat, cold, or inclement weather. Employees are exposed to environmental hazards such as fumes, noxious odors, bodily fluids, dusts, mists, gases, poor ventilation, electrical hazards, as well as potential physical hazards and to possible bodily injury from moving machinery, tools, or equipment. Work may expose the incumbent to hazardous chemicals, unknown, dangerous, and/or life-threatening conditions. This job requires the use of protective devices as mandated by Occupational Safety and Health Administration (OSHA) and other relevant regulatory entities. This role routinely uses standard office equipment such as a laptop, desktop, smartphone, photocopiers, shredders, and filing cabinets. The noise level in the work environment is usually moderate. The incumbent is required to drive Utah County owned vehicles in the course of conducting County business and must abide by the Utah County Vehicle Policy.

Physical Demands

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job.

While performing the duties of this job, the employee is required to use a high degree of manual dexterity to handle, feel, and operate equipment, tools, and controls, and reach with hands and arms. The employee is frequently required to stand, talk, and hear, kneel, twist, climb, walk, and bend. Specific vision abilities by this job include close vision, ability to adjust focus, and ability to distinguish between shades of color and patterns. The employee will be required occasionally to work at various heights, on ladders, on various lifts, and in confined spaces. The employee is required to type, file, and frequently lift supplies and equipment up to seventy-five (75) pounds and occasionally up to one hundred (100) pounds. The employee regularly drives a motor vehicle.

Position Type/ Expected Hours of Work.

Incumbent must work forty (40) hours each week to maintain full-time status. There may be availability to work out a flex schedule ahead of time that works for both the County and the employee. Evening, weekend, and extended or irregular hours, including nights, may be required as job duties demand.

Required Education and Experience

1. High school diploma or equivalent.
2. Five (5) years of general road construction work experience, including operation of light and heavy equipment.

Additional Eligibility Qualifications

1. Applicants must possess a valid driver's license and obtain a valid State of Utah driver's license within 60 days of employment.

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2. Selected applicants will be required to submit to a pre-employment drug screen and background check.
3. Applicants must possess and maintain a valid Utah Class A Commercial Driver's License (CDL) with N and T endorsements; selected applicants may be required to obtain an X endorsement.
4. Applicants must possess and maintain valid Forklift Operator and Flagger certifications.
5. Applicants must possess and maintain First Aid and CPR certifications.
6. Applicants must possess and maintain a CDL Trainer Instructor Certification.
7. Applicants must provide certification or documentation to demonstrate proficiency in operating at least five (5) of the following heavy equipment types: grader, loader, trackhoe, backhoe, mini excavator, skid steer, vac truck, bulldozer, chip box, asphalt box, oil distributor, and asphalt roller. Proficiency may be verified through a pre-employment equipment demonstration set up by Utah County.

AAP/EEO Statement

It is the policy of Utah County Government to assure equal employment opportunity to its employees and applicants for employment without regard to race, color, religion, national origin, disability, age, sex, sexual orientation, genetic status or gender identity.

Other Duties

Please note this job description is not designed to cover or contain a comprehensive listing of activities, duties, or responsibilities that are required of the employee of this job. Duties, responsibilities, and activities may change at any time.

Utah County Government is a drug-free workplace.

Acknowledgement below to be completed after an offer has been extended and accepted.

This job description has been approved by the Office of Human Resource Management in consultation with the Department Head.

Signature below constitutes an understanding of the requirements, essential functions, and duties of the position.

Candidate / Employee _____ Date _____

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