



Greenwood County, SC

Job Description

FLSA: Non-Exempt

Exemption: N/A (Unique and specific examples may alter this designation. Affected employees will be notified by their supervisors).

Class Title: Lead Road Equipment Operator

Department: Public Works

Pay Grade: 109

Revised: 12/06/2023

General Description

The purpose of this class within the organization is to operate and perform routine preventative maintenance on various types of heavy equipment such as backhoe, motor grader, tractors, and trucks in order to push, pull, pile, or load materials such as sand, gravel, earth or refuse as necessary to provide efficient County road maintenance.

Works under close to general supervision according to set procedures, but determines how or when to complete tasks.

Duties and Responsibilities

The functions listed below are those that represent the majority of the time spent working in this class. Management may assign additional functions related to the type of work of the class as necessary.

Essential Functions:

Operates heavy machinery to accomplish a variety of road construction and maintenance tasks, including gathering and transporting materials, grading and compacting roads, paving roads, digging drainage ditches, repairing roads and driveways, removing trees and vegetation adjacent to roads, building and installing catch basins, etc. Equipment may include a backhoe, front end loader, bushhog, bulldozer, crawler loader, motor grader, trucks, tractor, crane, slope mowers and mowers.

Utilizes various types of tools as necessary to perform road maintenance and construction duties, including a chain saw, weed eater, hand tools, mechanic's tools, and two-way radio.

Safely load, unload and transport heavy equipment to job sites.

Receives work orders and completes jobs in a timely manner as prescribed by the department.

Additional Duties

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Completes vehicle and equipment maintenance inspection and indicates when service and repairs are needed. Issues are reported to supervisor.

Assists in traffic control for the job site. Assists with work zone set-up and placement of construction signs and barricades for employee and public safety. Assists with directing traffic at job sites using paddle signs or flags.

Assists with various other department duties as needed.

Performs related work as assigned.

Responsibilities, Requirements and Impacts

Data Responsibility:

Data Responsibility refers to information, knowledge, and conceptions obtained by observation, investigation, interpretation, visualization, and mental creation. Data are intangible and include numbers, words, symbols, ideas, concepts, and oral verbalizations.

Compares or inspects data, people, or things against a standard.

People Responsibility:

People include co-workers, workers in other areas or agencies and the general public.

Follows instructions and orders of supervisor.

Asset Responsibility:

Assets responsibility refers to the responsibility for achieving economies or preventing loss within the organization.

Requires some responsibility for achieving minor economies and/or preventing minor losses through the handling of or accounting for materials, supplies or small amounts of money.

Mathematical Requirements:

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Mathematics requires the use of symbols, numbers and formulas to solve mathematical problems.

Uses addition and subtraction, multiplication and division and/or calculates ratios, rates and percentages.

Communications Requirements:

Communications involves the ability to read, write, and speak.

Reads routine sentences, instructions, regulations, procedures or work orders; writes routine sentences and completes routine job forms and incident reports; speaks routine sentences using proper grammar.

Judgment Requirements:

Judgment requirements refer to the frequency and complexity of judgments and decisions given the stability of the work environments, the nature and type of guidance, and the breadth of impact of the judgments and decisions.

Responsible for guiding others, requiring a few decisions, affecting the individual and a few co-workers; works in a stable environment with clear and uncomplicated written/oral instructions, but with some variations from the routine.

Complexity of Work:

Complexity addresses the analysis, initiative, ingenuity, concentration and creativity, required by the job and the presence of any unusual pressures present in the job.

Performs semi-skilled work involving set procedures and rules, but with frequent problems; requires normal attention with short periods of concentration for accurate results or occasional exposure to unusual pressure.

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Impact of Errors:

Impact of errors refers to consequences such as damage to equipment and property, loss of data, exposure of the organization to legal liability, and injury or death for individuals.

The impact of errors is moderate – affects those in work unit.

Physical Demands:

Physical demands refer to the requirements for physical exertion and coordination of limb and body movement.

Performs medium to heavy work that involves walking, standing, stooping, lifting, digging, pushing and raising objects and also involves exerting between 20 to 50 pounds of force on a regular and recurring basis and 50 to 100 pounds of force on an occasional basis.

Equipment Usage:

Equipment usage involves responsibility for materials, machines, tools, equipment, work aids, and products.

Handles or uses machines, tools, equipment or work aids involving moderate latitude for judgment regarding attainment of a standard or in selecting appropriate items.

Unavoidable Hazards:

Unavoidable hazards refer to the job conditions that may lead to injury or health hazards even though precautions have been taken.

Involves routine and frequent exposure to traffic; moving machinery.

Safety of Others:

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*Safety of others refers to the level of responsibility for the safety of others, either inherent in the job or to ensure the safety of the general public. **(Does not include safety of subordinates)**.*

Requires responsibility for the safety and health of others and for occasional enforcement of the laws and standards of public health and safety.

Minimum Education and Experience Requirements:

High School graduate or GED equivalent.

Two years of heavy equipment operation experience or related field or an equivalent combination of education, training and experience.

Successful completion of heavy equipment skill set assessment provided by Greenwood County Public Works.

Special Certifications and Licenses:

Valid Class A S.C. Commercial Driver's License (CDL) with appropriate endorsements.

Americans with Disabilities Act Compliance

Greenwood County is an Equal Opportunity Employer. ADA requires Greenwood County to provide reasonable accommodations to qualified persons with disabilities. Prospective and current employees are encouraged to discuss ADA accommodations with management.

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