



**City of Coeur d'Alene  
Equal Employment Opportunity  
Heavy Equipment Operator**

**Description:** Operates medium and heavy equipment to perform skilled maintenance and service work on City streets and rights-of-ways and may be assigned to specific areas or be given specific maintenance assignments. The position is under the direct supervision of a Field Supervisor, although some leeway is allowed for independent judgment and initiative. The principal duties of the position are performed in an outdoor environment in adverse weather conditions and hazards involving the use of heavy equipment, working in and around high-speed traffic, with hazardous chemicals, and asphalt fumes.

**Wage and Benefits:** Starting wage is \$18.92 per hour, eligible for a five percent increase after 12-months of service with standard or above evaluation. An excellent benefit package available and membership in Public Employee Retirement System of Idaho (State Retirement) is required.

**Acceptable Experience and Training**

- High school diploma or GED equivalency; and
- Four (4) years experience operating equipment; or
- Any equivalent combination of experience and training which provides the knowledge and abilities necessary to perform the work.

**Special Qualifications**

- Valid Driver's License;
- Certified first aid and CPR card;
- Flaggers Certification Card;
- Class "A" CDL with Tanker endorsement.

**Knowledge, Skills and Abilities**

Knowledge of:

- Methods, materials, procedures, and standard practices of street and right-of-way maintenance, including flagging, pipe layout and grading, ditch and culvert placement;
- Methods, materials, procedures, and standard practices of street repair, including concrete and asphalt repair, removal, and replacement;
- Methods, materials, procedures, and standard practices of snow removal and control of snow and ice, including plowing, hauling, sanding and de-icing;
- Heavy and construction equipment operation and maintenance;
- Equipment and tool operation and maintenance practices;
- Federal (OSHA) and state regulations and City policies regarding safe work practices relating to use of power tools.
- Street maintenance operation codes, policies, procedures and standards;

Ability to:

- Operate various types of heavy equipment including but not limited to dump trucks, sweepers, graders, backhoes, water trucks, collection of storm water vehicles;
- Perform all aspects of asphalt paving and patching operations
- Work closely with other employees;
- Maintain flexible hours;
- Work nights, weekends, holidays and in emergency and hazardous situations;
- Regularly attend seminars on de-icing, sweeper updates and fire suppression;

- Communicate effectively with the public and other employees

### **Examples of Work**

#### **Essential Duties and Responsibilities**

- Completes street maintenance department objectives by operating a variety of heavy equipment;
- Performs asphalt paving and patching operations;
- Transports and deposits various construction materials;
- Provides safe unrestricted roads and right-of-ways including but not limited to sweeping, plowing, sanding, grading, tree trimming and removal;
- Provides operational support to other city departments;
- Provides traffic control devices to support parades, construction work zones, and support fire and police in traffic accidents;
- Maintains and constructs the city's storm water and retention basins;
- Maintains sign/signal maintenance programs;
- Maintains and constructs sidewalks per ADA compliance;
- Provides mechanical support in the maintenance of the departments' fleet;
- Communicates and coordinates regularly with appropriate others to maximize the effectiveness and efficiency of interdepartmental operations and activities;
- Performs all work duties and activities in accordance with City policies, procedures and safety practices

#### **Other Duties and Responsibilities**

- Reconstructs curbs and sidewalks, maintains bridges and guard rails;
- Transports hazardous materials for other departments;
- Participates as a member on a variety of committees;
- Assumes position of field supervisor in his/her absence;
- Performs other related duties as required.

#### **Essential Physical Abilities**

- Sufficient clarity of speech and hearing or other communication capabilities, with or without reasonable accommodation, which permits the employee to communicate effectively in person or on the phone;
- Sufficient vision or other powers of observation, with or without reasonable accommodation, which permits the employee to operate motorized vehicles and hand tools;
- Sufficient manual dexterity with or without reasonable accommodation, which permits the employee to operate a variety of heavy equipment, power and hand tools and to make adjustments to equipment;
- Sufficient personal mobility and physical reflexes, with or without reasonable accommodation, which permits the employee to perform maintenance and repair operations which require standing for long periods of time, stooping, pulling, pushing and working in and around heavy volumes of high-speed traffic and around chemicals and hazardous fumes, and to lift up to 100 pounds.

**Application Procedure:** Applicants meeting the qualification requirements are invited to submit a completed City of Coeur d'Alene Employment Application and Resume to Human Resources by Friday, December 8, 2017 5:00 p.m. Applications will be screened, and those applicants with the most appropriate qualifications will be invited for further testing. If you would like to request a reasonable accommodation for the recruitment process due to a disability, please provide a written request and submit with your City of Coeur d'Alene application.

*The City of Coeur d'Alene is committed to providing equal employment opportunity for all persons without regard to race, color, religion, gender, age, national origin, sexual orientation, gender identity, disability, veteran status, or any other applicable legally protected status.*