

I. Position Summary

Under direction, to lead major and complex road maintenance projects and programs; to operate specialized heavy equipment; and to perform related work as required.

II. Distinguishing Features

This is a senior journey level classification in the Road Maintenance and Equipment Operator Series. This class is distinguished from the advanced journey level in the greater level of responsibility in leading major and complex road maintenance projects and programs. This class is also distinguished as they organize, plan and oversee the work of lead equipment operators and other positions. Employees possess a significant level of technical and functional expertise beyond that expected at the advanced journey level. Positions at this level require highly specialized knowledge, abilities, skills and experience and often exercise independent judgment in the performance of their duties. Employees exercise technical and functional supervision over lower level positions.

III. Examples of Essential Position Duties

- Serves as lead person by coordinating the work of lead equipment operators, skilled and semi-skilled equipment operators, road maintenance workers and bridge carpenters in road and bridge maintenance repair, construction, and upkeep.
- Serves as the overall lead position for major projects and programs such as chip sealing, grind/inlay paving, dust abatement, winter storm response, large maintenance construction projects and bridge repair or replacement.
- Serves with the management team as a position which will participate in afterhours and weekend call rotation.
- Monitors crew performance and behaviors in the field and reports work progress, challenges, incidents and accidents, and employee conduct and performance to the appropriate supervisor.
- Communicates supervisor expectations to lead equipment operators and other crew members regarding work practices and procedures, safety, and compliance with County policy.
- Sets an example to lead equipment operators and other crew members in following County and department policies and in maintaining a positive working relationship with co-workers, managers, and County leadership.
- Evaluates work procedures and processes and ensures that safe work practices are being followed by crew members under their lead. Follows all safety policies and procedures and holds pre-construction safety meetings with lead equipment operators and other crew members.
- Provides input to managers for annual employee evaluations regarding employee performance.
- Recommends improvements and repairs to be made; identifies specific materials and amounts required; notifies managers, leads and other workers of needed materials.
- Operates equipment such as gradalls, oil distributors, motor graders, chip spreaders, paving machines, vac-on culvert flushers, pavement grinders, dozers, rotating boom excavators, hydraulic excavators and light tractors.
- Oversees operations of chip sealing including the direct operation of the chip spreader or oil

distributor.

- Oversees and conducts operations of asphalt patching including the operation of oil distributor, motor grader, paving machine and pavement grinder.
- Oversees large maintenance construction projects including overseeing the scheduling and work planning, ordering materials, procuring equipment, properly staffing and serving as the field manager.
- Grades roads and lays gravel; grades ditches, cleans up slides and restores slopes; cleans and restores drainage ditches and getaways; and, repairs subgrade and lays base rock.
- Installs, repairs, and oversees the replacement and repair of large culverts and storm drains.
- Builds new bridges; modifies, widens and repairs existing wood and concrete bridges.
- Trains other employees on the proper operation of complex equipment and machinery.
- Prepares, maintains and submits a variety of records and reports; prepares inspection reports including findings, defects noted, and needed repairs; time worked, inventory and production reports.
- Adheres to County and departmental policies and procedures as well as safe work practices, policies and procedures.
- Develops and maintains effective working relationships with other staff, public officials, the general public and representatives of other agencies.
- Attends and participates in required trainings.
- Has regular and reliable attendance.
- Overtime may be required.
- May work after hours, weekends and holidays
- Performs other related duties as assigned.

IV. Knowledge, Skills and Abilities

Requires knowledge and use of skills and abilities related to leading a crew of workers including the ability to build a cohesive team to accomplish goals, listen to input provided by crew members and respond appropriately, and communicate information in ways that build trust and support. Position requires the ability to plan, schedule and oversee work assignments, provide effective leadership and oversight of subordinate lead and crew members; develop specifications for projects; perform duties under tight deadlines and /or in emergency situations; use independent judgement in performing routine and non-routine tasks. Requires knowledge of the use and operation of a variety of heavy road construction maintenance equipment; operation, cleaning and safe use of equipment. Extensive knowledge of concrete and heavy timber construction; knowledge of basic bridge construction and maintenance techniques. Ability to perform heavy manual labor under hazardous conditions, read and understand a variety of materials including permits, manuals, blueprints and guides; accurately interpret blueprints to perform work to engineering specifications; work with dexterity and accuracy; follow oral and written instructions with minimal supervision; possess mechanical aptitude; establish and maintain cooperative working relationships with those contacted in the course of work; use basic arithmetic to make calculations related to the area of assigned work including amounts of materials needed, to set grades and determine application rates for materials; plan and schedule work to meet established deadlines; effectively communicate orally and in writing; oversee and provide work direction to others; use a variety of hand and power tools, equipment and supplies;

prepare and maintain accurate reports and inspection and maintenance records, logs and files; and interpret and explain department policies and procedures as necessary.

V. Minimum Requirements (*Performance of the essential duties of this position includes the following requirements, physical demands and/or working conditions*)

Education and Experience

- A combination of education and experience equivalent to completion of the twelfth grade AND five years of work related experience; OR
- Any combination of education and experience which provides the applicant with the desired skills, knowledge, and ability required to perform the job.

Licenses, Certificates and Other

Possession of a current, Oregon Class "A" Commercial Driver's License and an acceptable driving record. Ability to pass an equipment proficiency road test.

The following licenses or certificates may be required within 90 days of employment:

- Crane Operator's License
- Cave-in Protection and Competent Person Card
- Oregon Herbicide Applicators License

Physical Demands (*Performance of the essential duties of this position includes the following physical demands and/or working conditions*)

Requires the ability to exert a considerable amount of force frequently to lift, carry, push, pull, or otherwise move objects and to stoop, crouch, climb and lift in performance of manual labor; operate a variety of tools, equipment and vehicles used in performance of daily tasks; ability to perform assigned work in a safe manner. Requires driving.

Working Environments

Incumbents are exposed to adverse weather, including extreme temperatures, rain, snow, wind, sleet and hail. Incumbents are also exposed to dangerous or unpleasant conditions and substances, including noise, dust, heat, cold, humidity, hot oil, asphalt, chemicals, traffic hazards, biohazards, herbicides, noxious plants and wildlife. May include exposure to disruptive people.

VI. Additional Information

This classification description is not intended to be an exhaustive list of duties, knowledge, skills, abilities, or requirements, as any one position in this classification may be assigned some or all of these duties, in addition to other duties not explicitly listed here. The various duties, responsibilities and/or assignments of this position may be unevenly balanced and change from time to time based upon matters such as, but not limited to, variations in the shift, work demands, seasons, service levels and management's decisions on how to best allocate department resources. Any shift, emphasis or rebalancing of these assigned duties, responsibilities and/or assignments does not constitute a change in the job classification.