**Road and Bridge Equipment Operator**

**FLSA Designation:** Nonexempt  
**Pay Grade:** 7

This position performs skilled maintenance and construction work on County roads, bridges, and rights-of-ways to ensure the safety of the general public. Operates heavy equipment, including snow removal equipment. The work is performed under the direct supervision of the Road and Bridge Supervisor.

### Essential Functions

* Operates heavy equipment including, but not limited to, dozers, graders, loaders, trucks, backhoes, track hoes, loaders, chip spreader, rollers, pavers, snow plows, general vehicles and maintenance equipment;
* Inspects work on roads, bridges, rights-of-way, and related County property to ensure work meets quality and safety standards;
* Hauls road material to areas that need repair;
* Grades roads; smooths potholes and washboards; blades roads with grader after each storm to keep gravel smooth and drivable;
* Operates a variety of hand tools and power tools, including but not limited to, sledges, hammers, picks, air compressors, welders, chainsaws, air hammers, jacks, and related equipment;
* Erects, maintains, and repairs fences, guard rails, retaining walls, and traffic signs;
* Manually digs trenches, secures, lowers and installs pipes and places precast or builds inlet boxes and replaces and compacts bedding and overlay material;
* Builds and sets forms and pours and finishes cement for minor concrete structures such as curbs, gutters and storm water inlets;
* Removes debris and other safety hazards from roads, culverts, storm drains, and adjacent public areas;
* Cleans and clears storm water inlets, drains, bridges, creeks and drainage;
* Places erosion and sediment control devices; cleans and replaces culverts;
* Places work zone traffic control devices and performs flagging duties;
* Performs routine and preventive maintenance on vehicles and equipment and maintains service and maintenance records;
* Adheres to policies and procedures relating to Road and Bridge services and to protect the safety, health and welfare of the public;
* Keeps immediate supervisor and designated others fully and accurately informed concerning work progress, including present and potential work problems and suggestions for new or improved ways of addressing such problems;
* Attends work-related meetings and training sessions;
* Performs time management and scheduling functions, meet deadlines, and set project priorities;
* Responds to citizens’ questions and comments in a courteous and timely manner;
* Performs all work duties and activities in accordance with County policies, procedures, and safety practices.
* On call after regular hours to respond to emergency situations as needed;
* On call during winter months for snow removal;
* Performs other duties as assigned. Nothing in this job description restricts management's right to assign or reassign duties and responsibilities to this position at any time.

### Requirements

Knowledge of:

* Methods, materials, procedures, and standard practices of road, bridge, and right-of-way maintenance and construction, including concrete and asphalt repair, removal, and replacement;
* Methods, materials, procedures, and standard practices of snow removal, sanding, and de-icing;
* Heavy and construction equipment operation and maintenance;
* Equipment and tool operation and maintenance practices;
* Federal regulations and County policies regarding safe work practices relating to use of heavy equipment, power tools, and trench and confined workplace safety.

Ability to:

* Perform heavy, manual labor in the construction and maintenance of roads and bridges;
* Communicate effectively, both orally and in writing;
* Deal with all parties in all situations in a forthright, diplomatic and confidential manner;
* Maintain effective working relationships with other County employees, contractors, developers, state and local elected officials and the public;
* Perform multiple tasks simultaneously, including handling interruptions, and return to and complete tasks in a timely manner;
* Develop creative and effective resolutions to simple and complex problems;
* Work independently and handle a variety of public interactions or situations with tact and diplomacy;
* Read and adhere to Federal regulations and County policies regarding safe work practices relating to use of heavy equipment, power tools, and trench and confined workplace safety;
* Respond courteously to customer inquiries, which are sometimes controversial or adversarial;
* Maintain a professional demeanor during stressful situations;
* Perform a wide variety of duties and responsibilities with accuracy and speed under the pressure of time-sensitive deadlines;
* Work in an outdoor environment that may include working in adverse weather conditions and hazards involving the use of heavy equipment and power tools;
* Respond to on-call emergency situations;
* Perform all work duties and activities in accordance with County policies, procedures and safety practices.

### Acceptable Experience and Training

* High School Diploma or GED; and
* One year’s experience operating heavy equipment is preferred; or
* Any equivalent combination of experience and training which provides the knowledge and abilities necessary to perform the duties of this job.

### Licenses and Other Requirements

* Class A CDL or ability to obtain Class A CDL within first 6 months of employment, including ability to successfully pass drug test;
* Idaho driver’s license;
* Good driving record.

### Working Conditions and Physical Efforts

* Sufficient clarity of speech and hearing or other communication capabilities, with or without reasonable accommodation, which permits the employee to discern verbal instructions and alarm and warning systems, including backup alarms, communicate effectively with other employees and the public;
* Sufficient visual acuity, with or without reasonable accommodation, which permits the employee to operate a vehicle and heavy equipment, comprehend written work instructions and work orders;
* Sufficient manual dexterity, with or without reasonable accommodation, which permits the employee to operate motor vehicles, including heavy equipment, and operate a variety of power and hand tools and to make adjustments to equipment;
* Sufficient strength to perform heavy manual labor, lift and carry objects up to 75 pounds and occasionally lift and/or move objects up to 150 pounds with assistance;
* Sufficient personal mobility, flexibility, stamina, agility, strength, and physical reflexes, with or without reasonable accommodation, to perform maintenance and repair operations that require bending, stooping, kneeling, stretching, and other physical exertions in an outdoor environment, including extremes of heat and cold;
* The physical effort characteristics and working environment described here are representative of those an employee encounters while performing the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

### Job Announcement

**THIS IS TETON COUNTY**

Beautiful mountains, a close-knit community, and a workplace that cares individually about you are just a few of the advantages of forwarding your career at Teton County.  In fact, our Vision is "Cultivating Community to Enrich Lives." So, if you would like to be part of a group of people who care about this Vision, and you want to positively impact a community and its people, please keep reading!

**WHO WE ARE LOOKING FOR**

Do you like to drive big machines? How about push, dig, and load dirt, sand, and snow? If you find satisfaction in creating safe roads, and helping people, then you could be our next Road and Bridge Equipment Operator position. Here are experiences and skills we are looking for:

* High School Diploma or GED; and
* Class A CDL or ability to obtain Class A CDL within first 6 months of employment, including ability to successfully pass drug test;
* One year’s experience operating heavy equipment is preferred; or
* Any equivalent combination of experience and training which provides the knowledge and abilities necessary to perform the duties of this job.

**THE OPPORTUNITY: Road and Bridge Equipment Operator**

The Road and Bridge Equipment Operator position gets you outside with a front row seat of our beautiful County. You will be driving incredibly powerful equipment that gets big things done. Our next Road and Bridge Equipment Operator:

* Operate heavy equipment including, but not limited to, dozers, graders, loaders, trucks, backhoes, track hoes, loaders, chip spreader, rollers, pavers, snow plows, general vehicles and maintenance equipment;
* Inspect work on roads, bridges, rights-of-way, and related County property to ensure work meets quality and safety standards;
* Haul road material to areas that need repair;
* Grade roads; smooth potholes and washboards; bladesroads with grader after each storm to keep gravel smooth and drivable;
* Operate a variety of hand tools and power tools, including but not limited to, sledges, hammers, picks, air compressors, welders, chainsaws, air hammers, jacks, and related equipment;
* Provide customer service the Teton County way!

This position reports to the Road and Bridge Supervisor.

**THE REWARDS**

* A thriving workplace where what YOU do matters
* Professional growth and training
* Alternative work schedules that meet our citizens’ needs and your lifestyle
* Idaho PERSI pension so you can enjoy retirement
* Robust health and dental insurance
* 13 days of Paid Time Off, 12 holidays, and sick leave days
* A pay range of $   to $   based on what you bring to the County
* Lots of potlucks, incredible mountain views, and a workday that is meaningful