

**COUNTY OF LINCOLN**  
**Job Description Form**

**Division/Department:** Road

**Job Title:** Operator III/Blademan

**Reports to:** Road Superintendent

**Level/Grade:** 19

\$15.43 probationary rate

\$16.20 after probation

**Type of position:**

- ✓ Full-time
- Part-time
- Temporary/Seasonal
- Emergency Hire
- Grant/Contract

**Hours** 40 /Week

- ✓ Classified
- Unclassified

**General Description:**

May serve as a working leader and responsible for the operation and maintenance of a wide variety of gasoline or diesel-powered construction equipment (graders, bull dozers, front-end loaders, backhoes, transport tractor and equipment trailers, belly dump trailers, etc.), is regularly assigned an area of responsibility for the maintenance of unimproved County dedicated roads which requires work to be performed by operating a grader. Grades slopes, inclines, ramps, curves and excavations by scraping, scooping, rolling, or leveling on rough and rocky terrain as well as flat and rolling terrain. Operates equipment close to trees, rocks, ledges, dead and live gas and oil lines, and other obstructions. Must make necessary equipment adjustments, makes daily inspections of roads in assigned area and other heavily traveled routes on own initiative. Other types of equipment are utilized when required by the condition of the road maintained and in the installation and repair of culverts and cattle guards. The operator makes daily inspections of roads in assigned area and recommends areas to be worked to the road superintendent. Participates in emergency operations involving snow, mud or other inclement weather conditions work, as directed. Responsible for performing minor repairs, preventive maintenance and servicing to equipment. Responsible for performing minor repairs, preventive maintenance and servicing to equipment assigned in accordance with established maintenance schedules. Performs miscellaneous duties in road yard and shop: cleaning, welding, helping mechanic, moving equipment and materials, unloading materials, culverts, base course, cattle guards, and cutting weeds. Employee must perform all duties with minimal supervision and perform other duties as assigned.

**Education/Work Experience/Certification/Training Requirements/Abilities/Skills:**

- High school diploma or GED certification, plus five years of heavy duty equipment experience, of which one year must have been spent operating a motor grader, and experience in road maintenance and construction.
- Valid New Mexico State Driver's License, Class A, CDL with endorsements N or X. Must have a good driving record to be insurable for liability purposes.
- A high degree of skill in the operation of a motor grader to grade to rough specifications on difficult terrain. Skill in adjusting attachments while unit is in motion.
- Knowledge of safety procedures and ability to operate equipment in a safe manner. Knowledge of changing surface conditions due to weather conditions. Skill in the operation of a variety of construction equipment.
- Ability to read, write, and knowledge of basic arithmetic. Knowledge of and ability to follow Lincoln County rules and regulations pertaining to employee obligations, safety factors, and specific work site controls. Knowledge in the operation and minor maintenance of heavy construction equipment; general road maintenance, construction and welding.

**Work Conditions/Description of Tools, Equipment, Work Aids Used and Materials and/or Products Handled:**

- Both indoors and outdoors. Most cabs are enclosed, and may or may not have heating and air conditioning units.
- Normally works 6:30 a.m. - 5:00 p.m. - Monday-Thursday.
- Equipment listed above, petroleum products, cutting edges for equipment, tire chains, construction signs,

paint, water, weeds, salt, sand and canvas. Utilizes the shovel, rake, axe, pick, pitchfork, chain saw, digging bars, hand-held weed trimmer, sledgehammer, hand tools, tamper, jackhammer, auger, and cutting torch. Eye goggles, gloves, reflecting vests, cones, and flags are used as safety precautions.

- Work hazards, or potential work hazards include gas/electrical lines, and exposure of skin to gasses and fumes.
- May be required to work irregular hours, attend job related meetings, and out of town training and seminars.

**Work Environment:**

Primary Work Site: Inside (5%) Outside (95 %)  
 Temperature Factors: Depends on Weather Conditions  
 Noise Factors: (x) Sufficient noise levels which interrupts conversation (x) Intermittent - occasional  
 Vibrations: (x) Body strain from repeated motion or shock (x) Intermittent - minimal  
 Air Quality Factors: (x) Fumes (x) Dusts (x) Odors  
 Working Surface: (x) Even (x) Flat/Hard (x) Stairs (x) Ladders (x) Dry (x) Wet (x) Natural Ground  
 Relationships with Co-workers: (x) Works alone with or without directions (x) Works with a group

**Physical Requirements:**

Mobility Factors/Primary Work Position: Walk & Stand (25%) Climb (10%) Crawl (5%)  
 Sit (50%) Crouch (5%) Kneel (5%)

**Specific Movements: Rate Occasionally - X Frequently - XX Constantly - XXX**

Trunk: (x) Bend(x) Twist/Rotate (x) Push/Pull, # of lbs 60 (x) Carry, # of lbs 80#  
 Arms: (x) Reach (x) With arms extended (x) With arms bent  
 (x) Carry, # of lb 60#, distance 30' (x) Twist/Rotate (x) Push/Pull, # of lbs 60#  
 (x) Lift from floor to waist, # of lbs 60# (x) Lift from waist to overhead, # of lbs 60#  
 (x) Lift horizontally, # of lbs 60# (x) Drag 60 # for 15'  
 Legs: (x) Lift, # of lbs 60# (x) Balance (x) Twist/Rotate (x) Foot Control  
 (x) Push/Pull, # of lbs 60# (x) Running  
 Hands: (x) Gross Dexterity (x) Finger Dexterity  
 (x) Speed required (x) Bilateral Coordination (x) Grasp/Manipulate  
 Eyes: (xx) Eye/Hand coordination

**Comments on Physical Requirements:**

- Must be able to coordinate use of hands, eyes, and fingers in using hand tools and machines, and in the operation of equipment.
- Must pass a conditional post-offer of employment Physical Examination and Drug Analysis Test.
- Subject to random drug and alcohol testing.

**Approved by:** Jeff Honeycutt, Road Superintendent

**Date Posted:** April 2, 2020

**Date Hired:**

**Employee Declaration:**

I have read the above job description. I understand the demands and expectations of the position described and to the best of my knowledge, believe I can perform these duties.

**Name:** \_\_\_\_\_

**Date:** \_\_\_\_\_