



Heavy Equipment Operator III/Work Detail Sup (2451)

FLSA Status: Non-Exempt (Hourly)

Pay Grade: 14

Safety-Sensitive: Yes

Purpose

The purpose of this classification is to perform security and work functions associated with overseeing the safety and security of inmates assigned to work detail involving the operation of specialized equipment to complete tasks for various maintenance and/or construction projects; equipment in this classification may include a backhoe, loader, bulldozer, pan, grader, excavator, grade-all and other equipment used for road construction and maintenance.

Primary Responsibility

Provides excellent service, pursues continuous improvement and exceeds expectations.

Distinguishing Characteristics:

This is the third level within a multiple level series and involves the operation of complex mechanisms that require the highest degree of skill, dexterity, and finesse, and where work is performed to exacting tolerances. Incumbents in this classification are assigned to special project teams. Incumbents in this classification are regularly assigned supervision of inmate workers and are responsible for their direction, productivity, and safety.

Typical Duties

Directs and oversees inmates on work detail assigned to heavy equipment operation: picks up inmates assigned to work detail; monitors activities and behavior of inmates on continual basis; maintains inmate discipline; enforces established correctional facility rules and regulations; conducts head counts of inmates; and searches inmates, vehicles and grounds to locate/remove contraband or weapons.

Supervises and trains inmates operating vehicles and other equipment with specialized functions that involve the operation of mechanisms to complete tasks for various maintenance and/or construction projects: assigns and reviews work; evaluates training needs and provides instruction; establishes and promotes worker morale and teamwork; monitors status of work in progress; inspects completed work; and returns inmates back to correctional facility upon completion of work detail.

Maneuvers heavy equipment and operates complex mechanisms involving digging, moving earth and materials, grading, loading, and performing similar tasks in order to advance assigned specialized public works projects, such as construction and maintenance of roads, rights-of-way, and other infrastructure: equipment is primarily driven and operated on-site, but does require some driving over public roads; maneuvers in and around traffic, crew workers, equipment, utilities, and other obstacles; obeys all traffic laws and safety guidelines; and monitors immediate environment and work area to ensure the safety of operator, other workers, the equipment, and the public.

Operates excavator, track hoe, and backhoe to perform skilled digging and trenching for maintenance, upkeep, and construction projects where exacting tolerances and specification are required: controls placement of equipment; and determines optimum approach to each digging scenario in order to minimize destruction of property and avoid public utility lines.

Operates a track or rubber-tired loader with large volume and weight capacities to load materials into trucks or move them over short distances: positions equipment and controls height, angle, and position of scoop for optimum delivery of payload; and controls amount and weight of materials being lifted to avoid exceeding equipment capacity.

Operates motor-grader, scraper, and excavator with blade attachment to set gradients for large construction and maintenance projects such as roads, landscaping, embankments, and other projects requiring exacting specifications related to slope, angle, and pitch: determines appropriate settings and adjusts blades for height, angle, and pitch to achieve desired outcome; and maneuvers equipment and operates mechanisms to skillfully set gradient, smooth surfaces, and spread materials.

Operates bulldozer, scraper, and compactor to move earth, gravel, sand, and other materials for large construction and maintenance projects: and operates mechanisms to establish rough grades or to smooth and compact surfaces in preparation for pavement, construction, or other work.

Inspects and prepares equipment for safe and proper operation prior to beginning work for the day: performs light maintenance on equipment, which includes changing oil, refueling, and refilling lubricants; cleans vehicles, beds, and mounted equipment upon completion of assignments; and secures vehicle after use.

Utilizes safety equipment and wears protective gear: monitors work environment to ensure safety of employees and other individuals; monitors traffic conditions surrounding trucks/equipment to identify obstructions, pedestrians, or unsafe traffic conditions; flags and directs traffic and places markers, signs and cones around project/work site to ensure safety of crew and the traveling public; and reports any incidents, accidents, problems, or unusual situations.

Performs other related duties as required.

Minimum Qualifications

High school diploma or GED required; supplemented by three years of experience in heavy equipment operations; or any equivalent combination of education, training, and experience which provides the requisite knowledge, skills, and abilities for this job.

Specific License or Certification Required: Must possess and maintain a valid Georgia Commercial Driver's License (CDL), including appropriate endorsements. Must possess and maintain Correctional Officer certification.

Performance Aptitudes

Data Utilization: Requires the ability to determine, calculate, tabulate, or summarize data/information, following a prescribed plan requiring the exercise of some judgment. Includes performing subsequent actions in relation to these computational operations.

Human Interaction: Requires the ability to provide guidance, assistance, and/or interpretation to others regarding the application of procedures and standards to specific situations.

Equipment, Machinery, Tools, and Materials Utilization: Requires the ability to operate, maneuver, and/or control the actions of equipment, machinery, tools and/or materials requiring complex and/or rapid adjustments.

Verbal Aptitude: Requires the ability to utilize a wide variety of reference and descriptive data and information.

Mathematical Aptitude: Requires the ability to perform addition, subtraction, multiplication, and division. May include counting, recording of counts, and basic measuring.

Functional Reasoning: Requires the ability to carry out instructions furnished in written, oral, or diagrammatic form. Involves semi-routine standardized work with some latitude for independent judgment concerning choices of action.

Situational Reasoning: Requires the ability to exercise judgment, decisiveness and creativity in situations involving evaluation of information against measurable or verifiable criteria.

ADA Compliance

In compliance with the Americans with Disabilities Act (ADA), the County will provide reasonable accommodations to qualified individuals with disabilities and encourages both prospective and current employees to discuss potential accommodations with the employer.

Physical Ability: Tasks require the regular and sustained performance of moderately physically demanding work, typically involving some combination of climbing and balancing, stooping, kneeling, crouching, and crawling, and that generally involves lifting, carrying, pushing, and/or pulling of moderately heavy objects and materials (20-50 pounds).

Sensory Requirements: Some tasks require the ability to perceive and discriminate colors or shades of colors, sounds, depth, texture, and visual cues or signals. Some tasks require the ability to communicate orally.

Environmental Factors: Performance of essential functions may require exposure to adverse environmental conditions, such as dirt, dust, pollen, odors, wetness, humidity, rain, fumes, smoke, temperature and noise extremes, animal attacks, hazardous materials, heights, machinery, vibrations, electric currents, bright/dim lights, toxic agents, or rude/irate customers.

DISCLAIMER: This job description is not an employment agreement or contract. Management has the exclusive right to make changes at any time without notice.

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