

POSITION SPECIFICATIONS

POSITION TITLE: EQUIPMENT OPERATOR
DIVISION: ROAD DEPARTMENT
SECTION:
REPORTS TO: ROAD **Foreman**
CLASSIFICATION:
WAGE LEVEL:
DATE JOB ANALYSIS COMPLETED:
DATE JOB ANALYSIS REVIEWED:

****NOTE:** You are not required to disclose information about physical or mental limitations that you believe will not interfere with your capability to do the job. On the other hand, if you want the employer to consider special arrangements to accommodate a physical or mental impairment, you may identify that impairment in the space provided and suggest the kind of accommodation that you believe would be appropriate.

Minimum Qualifications

1. High School diploma or GED Certificate.
2. Experience in grader and loader operation preferred.
3. Ability to understand and communicate in English.
4. Ability to perform the essential duties as listed below.
5. Ability to work in the work conditions described below.
6. Ability to work with the equipment, tools, and materials listed below.
7. Commercial Driver's license (CDL) preferred.

Essential Duties

(Please initial each item to indicate whether you are or are not capable of performing that duty.)

Yes No

- ___ ___ 1. Operates a variety of equipment including the following: Grader, front-end loader, track loader, dump truck, tank truck, pick-up, truck, tractor, brush hog, belly dump, service truck, pneumatic roller, transport tandem truck, and steel wheel roller. Operates snowplow when weather conditions warrant.

- ___ ___ 2. Repairs, constructs, scrapes, cleans, and fills a wide range of county-owned hard surface and dirt road, and ditches.
- ___ ___ 3. Removes snow from county-owned roads when warranted by weather conditions.
- ___ ___ 4. Dig, grades, and places conduit at various property entrances or under road to prevent or relieve flooding and wash-outs
- ___ ___ 5. Mows weeds and picks up trash when indicated.
- ___ ___ 6. Hauls and removes dirt and gravel from county owned roads.
- ___ ___ 7. Distributes salt/sand mixtures as weather conditions and safety warrant.
- ___ ___ 8. Uses tank truck to wet down dusty or hard road surfaces.
- ___ ___ 9. Patches hard road surfaces when indicated.
- ___ ___ 10. Maintains and services equipment on a daily basis.
- ___ ___ 11. Utilizes the following had operated tools: shovel, rake, axe, pick, pitchfork, chain saw, digging bars, hand held weed trimmer, sledgehammer, hand tools (e.g., hammer, screw-driver, wrenches), tamper, jackhammer, auger, and cutting torch.
- ___ ___ 12. Employee must perform all duties with minimal supervision. Employee may be required to work irregular hours, attend job-related meetings, and perform other duties as assigned.

Non-Essential Duties

- ___ ___ 1. Acts as a mechanic on a daily basis.
- ___ ___ 2. Repairs tires approximately once a month-tires weigh between 200-300 pounds.

Other Requirements

(This section will be completed with criteria specific to each employer.)

- ___ ___ 1. Employee must comply with the safety guidelines of the county.
- ___ ___ 2. Employee must complete new hire physical. (etc.)

FUNCTIONAL ANALYSIS

(Please initial each item to indicate whether you are or are not capable of performing that duty.)

Mental Functions

- ___ ___ 1. Must be able to ask questions of foreman, listen to and follow verbal directions in English. Must be able to read and understand written directing in English.
- ___ ___ 2. Must be knowledgeable of all traffic laws and regulations.
- ___ ___ 3. Must be able to communicate verbally with co-workers.
- ___ ___ 4. Must be able to read accurately all gauges on equipment and make correct judgements in operation of equipment.
- ___ ___ 5. Must be able to accurately estimate distances in order to maintain safety while operating equipment.

Physical Functions

- ___ ___ 1. Ability to lift 60 pounds occasionally (i.e. up to one-third of work day), from ground to waist level. Ability to lift up to 30 pounds frequently to constantly (e.e., from one-third up to entire work day), from ground to shoulder level.
- ___ ___ 2. Ability to sit up to four hours at one time, and up to seven and one-half hours total per day.
- ___ ___ 3. Ability to stand and/or walk to four hours at one time, and up to eight hours total per day.

- ___ ___ 4. Ability to climb in and out of equipment cabs at least six times daily at estimated height of six to seven feet.
- ___ ___ 5. Ability to crouch, kneel, and remain in a prone position for up to 30 minutes at one time, and up to one third of work day.
- ___ ___ 6. Ability to bend at waist and twist/rotate waist if necessary for up to one-third of work day.
- ___ ___ 7. Ability to work with arms extended and bent for up to four hours at one time, and seven and one-half hours total per day.
- ___ ___ 8. Ability to push/pull arms with a force of up to 5 pounds for up to four hours at one time, and seven and one-half hours total per day. Ability to push/pull with arms with a force of up to 50 plus pounds while performing labor work.
- ___ ___ 9. Ability to use hands and wrists to screw/unscrew oil caps and filters as part of maintenance routine.
- ___ ___ 10. Ability to maintain balance while climbing in and out of equipment cabs.
- ___ ___ 11. Ability to push with legs up to 40 pounds of force to operate foot controls for up to 4 hours at one time and seven and one-half hours total per day. Ability to twist-rotate legs while operating foot controls.
- ___ ___ 12. Ability to use hands and fingers to grasp/manipulate levers and steering wheel in a bilaterally coordinated manner.
- ___ ___ 13. Ability to coordinate use of hands and eye in operation of equipment.

Working Conditions

- ___ ___ 1. Performs work both indoors and outdoors. Most cabs are inclosed, and may or may not have heating and air conditioning units.
- ___ ___ 2. Temperature depends on weather conditions.
- ___ ___ 3. Worker is exposed to intermittent noise and vibration factors.
- ___ ___ 4. Worker is exposed to exhaust fumes, dust, and mists.

- ___ ___ 5. Work is conducted primarily during daylight hours.
- ___ ___ 6. Work is performed on even or uneven terrain, while both operating equipment and performing general labor work. Surface may be wet or dry, on hard surfaces or dirt roads. Grease or oil may be found on working surfaces. Work may be performed on inclines
- ___ ___ 7. Work hazards include gas/electrical lines, and exposure of skin to gasses and fumes.
- ___ ___ 8. Worker primarily performs duties with one or two other workers.

Equipment, Tools and Materials

- ___ ___ 1. See equipment and hand-operated tools noted in Essential Duties section.
- ___ ___ 2. Petroleum products, grader blades, tire chains, construction signs, paint, water, weeds, salt, sand, canvas.
- ___ ___ 3. Eye goggles, gloves, reflecting vests, cones, and flags are used as safety precautions.

Employee Declaration:

I have read the above Position Specifications. 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: _____

Supervisor: _____ Date: _____



TORRANCE COUNTY

P.O. Box 48 205 Ninth Street Estancia NM 87016
Phone (505) 246-4757 (505) 384-5294 Fax
www.torrancecountynm.org

APPLICATION FOR EMPLOYMENT

AN EQUAL OPPORTUNITY EMPLOYER

Applicants are considered for all positions without regard to race, color, religion, sex, national origin, ancestry, age, marital or veteran status, or the presence of a medical condition or disability (unless a bona fide occupational qualification for position).

NAME - Last	First	Initial	Home Phone:	Work Phone:
ADDRESS - Street	Mailing		Cell Phone:	Email Address:
City	State	Zip Code	Please list any different name you have used for school or employment	

EACH POSITION YOU APPLY FOR REQUIRES A SEPARATE APPLICATION

POSITION APPLIED FOR - Give exact title.

1. Title _____				
2. Do you have a valid NM driver's license?		Number:	Commercial Driver's License?:	
Yes <input type="checkbox"/> No <input type="checkbox"/>			Yes <input type="checkbox"/> No <input type="checkbox"/> Class:	
3. Sheriff/Dispatch Applicants only: Have you been convicted of a felony or misdemeanor? Yes <input type="checkbox"/> No <input type="checkbox"/>				
If Yes, explain and provide dates: _____				
4. Have you previously worked or do you now work for Torrance County? Yes <input type="checkbox"/> No <input type="checkbox"/> If Yes, provide dates: _____				
Employment records for former and current County employees will be made available to hiring officials upon request.				
5. Does Torrance County employ any relative of yours? Yes <input type="checkbox"/> No <input type="checkbox"/>				
If Yes, (1) Name: _____		(2) Name: _____		
Relationship: _____		Relationship: _____		

INSTRUCTIONS FOR COMPLETING THIS APPLICATION

The completion of this application represents your ability to provide written communication and follow directions. Incomplete or illegible applications will not be processed.

Attach a copy of your diploma, degree or appropriate transcripts to each application.

Type or print in dark ink. Copies are acceptable if each is clear, has an original signature, correct job title and contains required attachments. **DO NOT** submit a résumé in lieu of this application. Read the employment announcement carefully for the position for which you are applying. Note the skills and knowledge required for the position and assure that you meet the minimum qualifications set forth on that announcement. Carefully complete each block of the Employment History section to fully describe your work or volunteer experience. Your qualification for a position will depend on your description of previous experience and its relevance to the position you are seeking.

NAME - Last		First	Initial
EDUCATION, LICENSES, CERTIFICATIONS Check (√) and fill in appropriate areas		High School Graduate/GED Certificate? Yes No ATTACH A COPY OF DIPLOMA OR CERTIFICATE	
<input type="checkbox"/> Vocational/Technical	Hours Completed	<input type="checkbox"/> Business College	Hours Completed
<input type="checkbox"/> School - Major Field		<input type="checkbox"/> Major Field	

COLLEGE OR UNIVERSITY

UNDERGRADUATE		GRADUATE	
School(s)		School(s)	
Major Field(s)		Major Field(s)	
Degree Earned	Date of Degree	Degree Earned	Date of Degree

LICENSE OR CERTIFICATE

1. License/Certificate issued by				2. License/Certificate issued by			
Field/Trade Specialization	Number	Date Issued	Exp. Date	Field/Trade Specialization	Number	Date Issued	Exp. Date

NOTE: You MUST SUBMIT required documents (copy of transcript, license, and certificates) with each application.

State any additional information you feel may be helpful to us in considering your application:

SHERIFF AND/OR DISPATCH APPLICANTS ONLY

(applicants for the sheriff's department must be 21 years or older)

Are you age 21 or older? Yes No

Social Security Number _____ Driver's License Number _____ State _____

Are you willing to submit to a full background investigation? Yes No

Are you willing to submit to a drug and alcohol screening? Yes No

Are you willing to submit to psychological testing? Yes No

Are you willing to undergo various physical agility tests and submit to a full physical examination? Yes No

EMPLOYMENT HISTORY - A résumé will not be accepted in lieu of the employment application. Begin with current or most recent job or volunteer experience and work back. If more than one position has been held with the same employer, list each separately. Describe each different assignment in military service. Under "DUTIES" describe your job in sufficient detail so that we can determine not only your tasks, but the level of responsibilities.

MAT WE CONTACT THE EMPLOYERS LISTED BELOW? YES NO

If NO, explain:

1	Employer's Name	Kind of Business	From (Mo/Yr)	To (Mo/Yr)
Employer's Address		Street/Mailing		Supervisor's Name and Telephone Number
Your Job Title	Check (✓) one: <input type="checkbox"/> Full-time <input type="checkbox"/> Part-time Hours per week: _____		Current or Last Hourly Pay \$	
If you supervised employees, indicate number and give dates #	From (Mo/Yr)	To (Mo/Yr)	Place of employment (City and State) if different from employer's address	
Duties:				
				DO NOT WRITE IN THIS AREA
				YEARS MONTHS
Reason for Leaving:				

2	Employer's Name	Kind of Business	From (Mo/Yr)	To (Mo/Yr)
Employer's Address		Street/Mailing		Supervisor's Name and Telephone Number
Your Job Title	Check (✓) one: <input type="checkbox"/> Full-time <input type="checkbox"/> Part-time Hours per week: _____		Current or Last Hourly Pay \$	
If you supervised employees, indicate number and give dates #	From (Mo/Yr)	To (Mo/Yr)	Place of employment (City and State) if different from employer's address	
Duties:				
				DO NOT WRITE IN THIS AREA
				YEARS MONTHS
Reason for Leaving:				

3	Employer's Name	Kind of Business	From (Mo/Yr)	To (Mo/Yr)
Employer's Address		Street/Mailing		Supervisor's Name and Telephone Number
Your Job Title	Check (✓) one: <input type="checkbox"/> Full-time <input type="checkbox"/> Part-time Hours per week: _____		Current or Last Hourly Pay \$	
If you supervised employees, indicate number and give dates #	From (Mo/Yr)	To (Mo/Yr)	Place of employment (City and State) if different from employer's address	
Duties:				
				DO NOT WRITE IN THIS AREA
				YEARS MONTHS
Reason for Leaving:				

FOR ADDITIONAL EMPLOYMENT HISTORY USE SUPPLEMENTAL SHEET

List three professional references (Other than former employers or relatives) List only those you will permit us to contact.

NAME	ADDRESS	PHONE	PROFESSIONAL RELATIONSHIP
1.			
2.			
3			

SIGNATURE - Please read before signing

I hereby certify that this application contains no willful misrepresentation(s); and that should any investigation disclose misrepresentation or falsification, my application will be rejected; my name removed from consideration for employment and I may be dismissed if employed. I hereby authorize Torrance County to investigate the information contained herein and contact those previous employers I have approved.

Sign Here in Ink

Date

THE SELECTION PROCESS. Upon the closing date of the announcement, the Human Resources Office will review all applications received to determine if applicants meet the minimum qualifications for the position. The qualifying applications are then delivered to the selecting official(s) for selection of interviewees. If you are selected for an interview, you will be contacted by the interviewing official. After all interviews have taken place and an applicant has been offered and accepted the position, the remaining applicants will be contacted by telephone or letter to be informed that the position has been filled.

CONTINUATION SHEET FOR EMPLOYMENT HISTORY

	Employer's Name	Kind of Business	From (Mo/Yr)	To (Mo/Yr)
Employer's Address		Street/Mailing		Supervisor's Name and Telephone Number
Your Job Title	Check (✓) one: <input type="checkbox"/> Full-time <input type="checkbox"/> Part-time		Current or Last Hourly Pay \$	
Hours per week: _____				
If you supervised employees, indicate number and give dates #	From (Mo/Yr)	To (Mo/Yr)	Place of employment (City and State) if different from employer's address	
Duties:				
				DO NOT WRITE IN THIS AREA
				YEARS MONTHS
Reason for Leaving:				

	Employer's Name	Kind of Business	From (Mo/Yr)	To (Mo/Yr)
Employer's Address		Street/Mailing		Supervisor's Name and Telephone Number
Your Job Title	Check (✓) one: <input type="checkbox"/> Full-time <input type="checkbox"/> Part-time		Current or Last Hourly Pay \$	
Hours per week: _____				
If you supervised employees, indicate number and give dates #	From (Mo/Yr)	To (Mo/Yr)	Place of employment (City and State) if different from employer's address	
Duties:				
				DO NOT WRITE IN THIS AREA
				YEARS MONTHS
Reason for Leaving:				

RELEASE OF INFORMATION FORM

Applicant: I give all prior employers permission to release to Torrance County information in my personnel file regarding the following areas of my previous employment.

[Please specify some or all]

- | | | |
|--|---|--|
| <input type="checkbox"/> Date of Hire | <input type="checkbox"/> Date of Termination | <input type="checkbox"/> Beginning Salary |
| <input type="checkbox"/> Ending of Salary | <input type="checkbox"/> Attendance Records | <input type="checkbox"/> Tardiness |
| <input type="checkbox"/> Vacation Time | <input type="checkbox"/> Sick Leave Time | <input type="checkbox"/> Leave Without Pay |
| <input type="checkbox"/> Performance Evaluations | <input type="checkbox"/> Disciplinary and Termination Records | |
| <input type="checkbox"/> Workers' Compensation Leave | | |

I hereby release and discharge all prior employers from all claims or actions for loss, liability, damage, or expense which I now have or which may hereafter arise from the making of any inquiries about me or the furnishing of any information about me in connection with my application for employment with Torrance County.

Name: _____ Date: _____



**FAIR CREDIT REPORTING ACT
DISCLOSURE STATEMENT**
Employment or Insurance Purposes

Torrance County, when considering your application for employment or insurance, when making a decision whether to offer you employment or insurance, when deciding whether to continue your employment or insurance, and when making other decisions directly affecting you, may wish to obtain and use a "consumer report" from a "consumer reporting agency". These terms are defined in the Fair Credit Reporting Act ("FCRA"), which applies to you. You are a "consumer" with rights under the FCRA.

A "consumer" is an individual.

A "consumer reporting agency" is any person or business which for monetary fees, dues, or on cooperative nonprofit basis, regularly engages in whole or in part in the practice of assembling or evaluating consumer credit information or other information on consumers for the purpose of furnishing "consumer reports" to others, and which uses any means or facility of interstate commerce for the purpose of preparing or furnishing "consumer reports".

A "consumer report" is any written, oral, or other communication of any information by a "consumer reporting agency" bearing on a consumer's credit worthiness, credit standing, credit capacity, character, general reputation, personal characteristics, or mode of living which is used or expected to be used or collected, in whole or in part, for the purpose of serving as a factor in establishing the consumer's eligibility for employment purposes or other purposes authorized under the FCRA.

If Torrance County obtains a "consumer report" about you, and if, based on any information in the consumer report, Torrance County makes a decision for employment, insurance or credit purposes that directly and adversely affects you, you may be provided with a copy of the "consumer report". You may also contact the Federal Trade Commission about your rights under the FCRA as a "consumer" with regard to "consumer reports" and "consumer reporting agencies".

Torrance County has contracted with SAMBA Holdings, Inc. to provide records. SAMBA furnishes information as available from state and national agencies. SAMBA does not issue an opinion on the information provided, or participate in any action or decision based on the information provided. SAMBA may be contacted in writing concerning a consumer report about you:

In writing:

SAMBA Holdings, Inc.
1730 Montañó NW Suite F
Albuquerque, NM 87107

By phone:

1-800-947-2622



Public and Private Record Release
Employment or Insurance Purposes

The Fair Credit Reporting Act (FCRA) allows Torrance County to gain access to Public and Private records with my permission for employment or insurance purposes.

By signing this release:

I hereby give permission to Torrance County to investigate my **driving and/or criminal history** for purposes allowable under the FCRA.

I understand that my eligibility for employment and/or continued employment is contingent upon Torrance County gaining access to these records.

I confirm that I have read and understand the "Fair Credit Reporting Act Disclosure Statement" provided to me by Torrance County.

I authorize Torrance County to periodically receive these records, and such authorization will remain in effect for one year or for the duration of my relationship with Torrance County, whichever period is longer.

_____ Signature	_____ Date	_____ Social Security Number (For Criminal Records Only)
_____ Printed Name (as it appears on drivers license)	_____ Driver License Number	
_____ Date of Birth - Month/Day/Year		Circle Gender M or F

SUBSCRIBED AND SWORN BEFORE ME THIS

_____ DAY OF _____, 20_____.

NOTARY PUBLIC

My commission expires: _____, 20_____.

(Seal)

Social Security Number

--	--	--	--	--	--	--	--	--

Date of Birth

MONTH		DATE		YEAR				

First Name	Middle Name	Last Name
Other Names Used (maiden name, AKA names, etc.)		

Current Residential Address		
City	State	Zip Code

List each CITY, STATE and ZIP CODE (if known) where you have lived during the past seven years:

City	State	Zip Code	From Date	To Date	
					[]
					[]
					[]
					[]
					[]

Driver's License Number	State of Issue

DISCLOSURE REGARDING BACKGROUND INVESTIGATION

Torrance County ("the Company") may obtain information about you from a third party consumer reporting agency for employment purposes. Thus, you may be the subject of a "consumer report" and/or an "investigative consumer report" which may include information about your character, general reputation, personal characteristics, and/or mode of living, and which can involve personal interviews with sources such as your neighbors, friends, or associates. These reports may contain information regarding your credit history, criminal history, social security verification, motor vehicle records ("driving records"), verification of your education or employment history, or other background checks. Credit history will only be requested where such information is substantially related to the duties and responsibilities of the position for which you are applying.

You have the right, upon written request made within a reasonable time, to request whether a consumer report has been run about you, and disclosure of the nature and scope of any investigative consumer report and to request a copy of your report. Please be advised that the nature and scope of the most common form of investigative consumer report is an employment history or verification. These searches will be conducted by Universal Background Screening, Inc., Post Office Box 5920, Scottsdale, AZ 85261, 1-877-263-8033, www.universalbackground.com. The scope of this disclosure is all-encompassing, however, allowing the Company to obtain from any outside organization all manner of consumer reports throughout the course of your employment to the extent permitted by law.

Signature

Date