



Custer County, Montana
1010 Main Street
Miles City, MT. 59301

Heavy Equipment Operator/Laborer

2025

Custer County is an equal opportunity employer. Custer County shall, upon request, provide reasonable accommodations to otherwise qualified individuals with disabilities.

This position description is intended to reflect core areas of responsibility and an incumbent employees' knowledge and skill set needed to complete those functions. This document is not intended to catalog each individual duty; employees are routinely called upon to address emerging employer requirements in alignment with individual work units and assignments of jobs. The job description does not constitute an employment agreement between the employer and employee and is subject to change by the employer as the needs of the employer change. Reasonable accommodations may be made to enable individuals with disabilities to perform any non-essential functions.

Job Title:	Heavy Equipment Operator/Laborer Full-Time Permanent	FLSA Status:	Non-Exempt
Department:	Road Department	Reports to:	Road Supervisor
Grade:	13		

SUMMARY OF WORK: This position requires all hand labor associated with various road and bridge construction, operates a variety of heavy equipment and trucks, and performs tasks related to the maintenance or construction of County roads and bridges. All certifications and training as required. Since this position requires a commercial driver's license (CDL), it is subject to drug and alcohol testing.

JOB CHARACTERISTICS:

Nature of Work: This position performs laborer duties, operation of heavy equipment to maintain and/or construct roads and bridges. This position also requires working with the portable crusher, which they must train and certify for (annually) and adhere to MSHA regulations. This position may require working in extreme temperatures, adverse weather conditions or outside of normal working hours. Hazards of this position may include working in traffic, near utility lines, fighting wild land fires, snow plowing (both sometimes at night) and with moving machinery parts. Position is required to work in hot dusty conditions, freezing temperatures and may be exposed to smoke and fumes. Position is required to adhere to standards of safety, certifications (as required) and confidentiality.

Frequent contact with the public, usually farmers and ranchers; occasional contact with other departments' employees and sales people.

Supervision Received: Daily instructions from supervisor and/or foreman.

Essential Functions: Position requires ability to: communicate effectively orally; operate equipment and vehicles (see jobs and performance); use hands and fingers to handle and feel objects, hand and power tools or controls; stand; walk; climb up to 20 feet; sit; lift; reach with hands and arms; balance; stoop; bend; kneel; crouch or crawl; dig and haul materials; and occasionally lift up to 90 pounds. Required visual ability includes close-up and distance vision, color vision, peripheral vision, depth perception and ability to adjust focus. Position involves strenuous physical labor, working during adverse weather conditions and ability to adhere to all safety standards and regulations as required by county, state and federal agencies, because of life threatening situations.

AREAS OF JOB ACCOUNTABILITY AND PERFORMANCE:

Position operates a variety of heavy equipment including a frontend loader, excavator, motor grader, backhoe, tractors and various heavy trucks. Position's duties include: snowplowing county roads; loading and hauling heavy equipment, dirt or gravel; maintaining, repairing and installing cattle guards and road culverts; bridge repair, shoveling sand or asphalt; sealing and oiling roads; stripping top soil; grading roads; fixing washouts; and mowing weeds.

Position occasionally involved with equipment maintenance such as greasing and oil changes and some minor mechanical repairs; trimming trees; welding; bridge maintenance and repair; cement work; setting fence posts; shoveling; fighting wild land fire; crusher operations and performing other related duties as required. Continually further your education for the new technology, both for equipment and labor skills as needed to do the job required.

JOB REQUIREMENTS:

Knowledge: This position requires a working knowledge of heavy equipment operations, safety standards, certification training and some computer maintenance records.

Skills: This position requires skills in operating heavy equipment (motor grader, front end loader, snow plow, backhoe, excavator, crusher. etc.), heavy trucks, working safely around others, and hand/ power tools.

Abilities: This position requires the ability to: perform moderate to heavy physical labor; lift objects weighing up to 90 pounds; work during adverse weather conditions and outside of normal working hours; adhere to standards of safety and confidentiality; work under hazardous conditions; demonstrate sound judgment; communicate effectively orally; follow instructions; and establish effective working relationships with fellow employees, supervisors, and the public.

Other Requirements: This position requires a valid Commercial Driver's License (CDL) or the ability to obtain the license within 180 days of hire. This position is required by Federal and State law to participate in a random drug and alcohol testing program. To be certified by MSHA (mine, safety and health-federal), annual hearing testing, flagger certification, signing certification, forklift certification, etc. Position is subject to overtime and call back at the discretion of the road supervisor or foreman.

EDUCATION AND EXPERIENCE:

The above knowledge, skills, and abilities are typically acquired through a combination of education and experience equivalent to a High School Diploma, plus two years of experience in operating heavy equipment. Additional certifications and training as mentioned in job requirements preferred.

JOB PERFORMANCE STANDARDS:

Evaluation of this position will be based primarily upon performance of the preceding requirements and duties. Examples of job performance criteria include, but are not limited to, the following:

- Safely operate heavy equipment
- Performs assigned duties
- Adheres to safety standards by using prescribed safety equipment.
- Demonstrates ability to properly handle various hand and power tools.
- Works under adverse weather conditions.
- Demonstrates necessary physical strength and stamina to perform duties of position.
- Maintains accurate and timely records.
- Deals tactfully with the public.
- Observes work hours.
- Establishes and maintains effective working relationships with fellow employees, supervisors, and the public.