



Equipment Operator II Job Description

Department: Road
FLSA Designation: Non-Exempt
Grade: 15
Reports to: RMS/Asst. RMS/Foreman
HR Approved: Lisa Seddon October 2026

Job Summary

Operates dump, tanker, tractor-trailer and related trucks, as well as other heavy equipment to carry out road department functions. Performs skilled and unskilled manual labor associated with the operational functions of the Road Department. May also be assigned to perform duties associated with bridge and pavement maintenance, motor grader operation, or roadside vegetation management; performs related duties as assigned.

Essential Functions and Responsibilities

The following duties are typical for this position. These are not to be construed as exclusive or all inclusive. Other duties may be required and assigned.

- Operates pickup truck, dump truck, tractor-trailer and tanker truck.
- Operates heavy equipment. May operate bulldozer, backhoe, end loader, excavator, motor grader and related heavy construction equipment.
- Performs bridge and pavement maintenance duties. Operates equipment and performs manual labor as necessary to repair and maintain bridges and pavements; including, but not limited to; concrete and asphalt pavement patching, crack sealing, seal coating and shouldering. Repairs bridges and guardrail; including but not limited to; deck replacement or repair, installation of guardrail, welding, placing of erosion control and removal of brush and drift.
- Performs duties associated with roadside vegetation management. Operates brush mower or tractor mowers. Cuts brush from ditches and right of way using chainsaws and related hand and power tools and removes trash and debris from roadsides right-of-way.
- Uses a variety of general and specialized hand and power tools. Utilizes tools including in various routine, seasonal, emergency or cyclic maintenance and construction duties.
- Maintains and services assigned vehicles. Washes and ensures moving parts function properly. Services, documents, and repairs assigned equipment and related parts; assists mechanics as may be necessary.
- Maintains records. Documents use and service of assigned equipment used in maintenance operations. Keeps daily records of the work day and maintenance operations for particular jobs. Documents rock hauled, roads graded, fuel used, and other related operational functions.

- Cleans shop. Sweeps, washes and vacuums. Picks up items that could create unsafe conditions. Puts tools away for easy access. Generally keeps shop work and storage areas neat, orderly and clean.
- Performs miscellaneous labor. Erects various types of traffic control devices, flag traffic, maintain and repairs Road Department property and buildings, fabricates parts and equipment
- Responds to emergency situations. Must be available to respond to emergency situations or safety issues and report within 30 minutes to the assigned facility. During emergencies or other designated periods performs any maintenance, equipment operation or related tasks as assigned. May be called out after-hours and work overtime in these situations.

Required Education and/or Experience

High school diploma or General Education Degree (GED). Experience of one to three years in the operation of diesel trucks or heavy equipment used in construction, farming, maintenance or tractor-trailer operations.

Certificates, Licenses, Registrations

- Valid Iowa Driver's License – Required
- Class A CDL - Required
- Tanker endorsement – Preferred
- Ability to pass physical and drug testing requirements as a CDL holder

Knowledge, Skills, and Abilities to Perform Essential Functions

- Ability to read, analyze, and interpret procedure manuals.
- Ability to write reports, business correspondence, and complete logs.
- Ability to effectively present information and communicate with the general public.
- Ability to calculate figures and amounts such as required for basic arithmetic operations and in completing time and operational reports.
- Ability to apply concepts of basic algebra and geometry.
- Ability to solve practical problems and deal with a variety of concrete variables in situations where only limited standardization exists.
- Ability to interpret a variety of instructions furnished in written, oral, diagram, or schedule form.
- Knowledge of the mechanical, multi-purpose trucks, and heavy equipment used in highway, road, and construction operations.
- Knowledge of the basic principles and techniques utilized in the effective maintenance of gravel and paved roads in a secondary road system.
- Knowledge of the occupational hazards and safety precautions applicable to the area and type of work performed.
- Knowledge of the applicable department policies, procedures, and regulations.
- Ability to reliably and predictably carry out duties is required.
- Ability to maintain regular and timely attendance is required.
- Ability to work overtime and work beyond the scheduled workday is required.

Supervision

No supervision of direct reports.

Physical Demands

While performing the duties of this job, the employee is regularly required to stand; walk; use hands to finger, handle, or feel and reach with hands and arms. The employee is occasionally required to sit; climb or balance; stoop, kneel, crouch, or crawl and talk or hear. The employee regularly lifts and/or moves 25 pounds and will occasionally lift and/or move up to 100 pounds with or without assistance.

Work Environment

While performing the duties of this job, the employee is frequently exposed to moving mechanical parts, high or precarious places, fumes or airborne particles, toxic or caustic chemicals, risk of electrical shock, vibration, confined space, and traffic hazards. The employee is frequently exposed to outside weather condition, dampness, direct sunlight, dust, pollen, insect stings, and animals. The noise level in the work environment is usually loud. Involves more than moderate exposure to dangerous situations. Involves more than moderate exposure to stress due to the work environment and/or crisis situations. Involves moderate exposure to dangerous situations due to gravel or slippery road surfaces, slow-moving farm equipment, speeding traffic, wind-driven snowstorms, power line breakages and related occupational hazards. May be called out after-hours and work overtime in emergency situations, requires ability to report within 30 minutes to the assigned facility.

I have carefully read and understand the contents of this job description. I understand the responsibilities, requirements, and duties expected of me. I understand that this is not necessarily an exhaustive list of responsibilities, skills, duties, requirements, efforts, or working conditions associated with the job. While this list is intended to be an accurate reflection of the current job, the Employer reserves the right to revise the functions and duties of the job or to require that additional or different tasks be performed as directed by the Employer. I understand that I may be required to work overtime, different shifts, or hours outside the normally defined workday or workweek. I also understand that this job description does not constitute a contract of employment nor alter my status as an at-will employee. I have the right to terminate my employment at any time and for any reason, and the Employer has a similar right.

Employee Signature

Date

Department Head Signature

Date

Marion County is an Equal Opportunity Employer. In compliance with the Americans with Disabilities Act, the County will consider reasonable accommodations for qualified individuals with disabilities and encourage prospective employees and incumbents to discuss potential accommodations with the Employer.