

**MONTGOMERY COUNTY GOVERNMENT  
ROCKVILLE, MARYLAND  
CLASS SPECIFICATION**

**Class Code: 005113  
Grade: 15  
FLSA: N**

**EQUIPMENT OPERATOR I**

**DEFINITION OF SERIES:**

This is semi-skilled and skilled work involving the operation of hand and power tools, heavy equipment, and other vehicles in the repair, maintenance, and construction of highways and roadways in Montgomery County.

**DISTINGUISHING CHARACTERISTICS:**

This is the entry and first working level in the Equipment Operator classification series responsible for performing semi-skilled to skilled work involving gasoline and diesel-powered vehicles and/or light highway construction and maintenance equipment. This classification is distinguished from the Equipment Operator Apprentice classification in that the Equipment Operator I operates a wider range of heavy equipment with a greater degree of independence. This classification is distinguished from the Equipment Operator II classification in that the Equipment Operator II performs journey-level work operating a full-range of heavy equipment.

**MAJOR DUTIES:**

An employee in this class is responsible for driving vehicles, which are used within or between Government installations, commercial or industrial facilities, or over public roads either to haul cargo or tow equipment, as well as operating construction and maintenance equipment. The employee is also responsible for CDL-mandated checks and procedures and completion of driver preventive maintenance tasks on the vehicle(s)/equipment to which assigned and the performance of manual labor tasks at job sites when not operating a vehicle/equipment.

**EXAMPLES OF DUTIES: (Illustrative Only)**

- Operates and performs federally-mandated, manufacturer-recommended and other driver-level general inspections and preventive maintenance tasks on one or more of the following pieces of equipment: 26,000-35,000 GVW dump trucks; asphalt distributor (towed); 11/2-3 cubic yard front end loaders; 4-6 ton vibratory and non-vibratory rollers; skid loaders with attachments (including but not limited to the backhoe, sweeper and paving profiler); pavement saw, tractor mowers, box pavers; wood chippers; and other types/makes of similar equipment.
- Mechanically and manually loads, secures, and unloads cargo and equipment, complying with federal motor carrier and state requirements.
- Operates a variety of power equipment such as mowers, sidewalk grinders, chainsaws, and similar equipment.
- Operates, during temporary staffing shortfalls and for training purposes, equipment normally operated by Equipment Operators II.
- Participates in seasonal activities including snow removal and leafing operations.
- Performs unskilled and semi-skilled manual labor work as an integral member of a crew; this includes use of chainsaws, plate tampers, concrete-finishing tools, etc.

- Responds to and addresses a variety of weather-related, emergencies, or similar issues, such as downed trees, clogged storm drains, accidents, and similar urgent situations.
- May instruct less skilled employees in the legal, effective, and safe operation of vehicles/equipment.
- May temporarily supervise other employees in absence of supervisor.
- May perform small engine repair and maintenance and other tasks, as assigned.
- Uses assigned hardware and specialized and general software.
- Performs related duties as required.

**SUPERVISORY CONTROLS:**

Work is normally received from a supervisor, dispatcher or trip ticket; general information such as job site and type of work to be done is provided, however, the employee is expected to exercise judgment regarding how best to operate assigned vehicle/equipment based on the task at hand. Work is generally performed according to established procedures and guidelines, but employees are expected to independently adjust for unusual, and unexpected situations, and site conditions. The employee may be tasked with temporarily supervising other staff in the absence of the supervisor.

**SUPERVISION EXERCISED:** Employees in this classification do not supervise other positions.

**GUIDELINES:**

The procedures for performing the work are well established, however, the employee is expected to exercise judgment regarding selection of vehicle driving routes, and how best to load and to secure cargo and operate construction/maintenance equipment based on the task at hand, sometimes giving directions/instructions to support employees.

**COMPLEXITY:**

The work has established steps, processes, and procedures, however the employee is required to exercise a reasonable degree of judgment within the established procedures to adjust to various situations such as traffic, road conditions, utility lines, weather conditions, etc.

**SCOPE AND EFFECT:**

Work performed by employees in this classification requires the safe and effective operation and maintenance of heavy equipment and power equipment. Employees support a variety of highway and roadway related repair, maintenance, and construction activities, as well as responding in urgent and/or emergency situations, including in adverse conditions, to assist in maintaining clear roadways and highways for the public. Work ensures that roadways and highways remain functional and accessible.

**CONTACTS:**

Contacts are generally limited to the crew to which the position is assigned, receiving instructions and information.

**PUBLIC SERVICE /ASSISTANCE:**

This class of work may entail some public service/assistance, but it is incidental to the primary focus of the work performed.

**HAZARDS:**

Employees are regularly exposed to severe weather, adverse road/driving conditions, grease, dirt, asphalt, and other bituminous products, noxious or malodorous fumes, high levels of dust and similar unpleasantness and discomforts as well as risks from moving vehicles and machinery and other traffic and construction hazards. Regular use of safety equipment is essential; special precautions safeguard the worker and others.

**MINIMUM QUALIFICATIONS:**

**Education:** Ability to read and write in English and carry out oral and written instructions.

**Experience:** One (1) year of experience operating the vehicles/equipment assigned under this specification.

**Substitution:** None.

**Equivalency:** None.

**Knowledge, Skills, and Abilities:*****Thorough Knowledge of:***

- Knowledge of baseline characteristics of assigned vehicles/equipment and ability to effectively and safely operate and perform operator-level general inspections and preventive maintenance tasks on them.
- Knowledge of and ability to use power take-off to safely transfer power to the various working aspects of the equipment's components and to ably use the levers, buttons, and pedals to smoothly control them.
- Knowledge of applicable Motor Vehicle Administration and highway regulations for safe, legal operation of the vehicles/equipment used.
- Knowledge of and ability to legally, effectively, and safely load, secure and transport cargo to prevent shifting/departing.
- Knowledge of and ability to legally, effectively, and safely rig vehicles, loads, and products for towing.
- Knowledge of principles, practices, and procedures related to safe work practices, including those related to confined space, traffic control, trench safety, personal protection equipment, and chainsaw use.

***Skill In:***

- Safely operating assigned vehicles/heavy equipment, towed units, and other miscellaneous equipment to prevent equipment damage and/or personal injury.
- The operation of small equipment such as forklifts, woodchippers, tow-behind trailers, commercial mowing equipment, rollers, tampers, liquid asphalt applicators, air compressors, large pumps, chainsaws, lifting cables, arrow panels, variable message signs, concrete sidewalk grinders, vacuum leafers, concrete mixers and other similar equipment.

***Ability to:***

- Safely operate and perform operator level general inspections and preventative maintenance tasks on assigned vehicles and equipment.
- Ability to understand and effectively carry out verbal and written instructions.

- Ability and willingness to perform work for prolonged periods in severe weather and under adverse road conditions.

**Licenses, Registrations, Certifications, or Special Requirements:**

Possession and maintenance at all times of a valid Class B (or equivalent) Commercial Driver's License (CDL) from the applicant's state of residence with mandatory endorsements.

**Work Environment:**

The operator works outdoors, mounted inside vehicle cabs and atop open vehicles and dismounted, and is regularly exposed to severe weather, adverse road/driving conditions, grease, dirt, asphalt, and other bituminous products, noxious or malodorous fumes, high levels of dust and similar unpleasantness and discomforts as well as risks from moving vehicles and machinery and other traffic and construction hazards. Regular use of safety equipment is essential; special precautions safeguard the worker and others.

**Physical Demands:**

Light to moderate physical effort is continuously used in reaching, bending, turning, and otherwise positioning self to ensure good vision of work objects and in using hands, arms, feet, and legs in concert to operate hand and foot controls. Moderate to significant physical effort is regularly required to rig and secure cargo and equipment using heavy chains, bars, hooks, etc. and perform manual labor tasks on vehicle and as part of a dismounted work crew. On occasion, heavy physical effort is required. Employees regularly perform tasks that include pushing, pulling, lifting, and carrying materials weighing up to 100 pounds, as well as occasionally transporting heavy loads over rough, uneven, or rocky surfaces, or pushing, pulling, and lifting objects and tools weighing over 100 pounds.

**PROBATIONARY PERIOD:**

Individuals appointed to a position in this class will be required to serve a probationary period of six (6) months. Performance will be carefully evaluated during the probationary period. Continuation in this class will be contingent upon successful completion of the probationary period.

**BARGAINING STATUS:** Positions assigned to this class are normally in the Service, Labor, and Trades (SLT) bargaining unit.

**MEDICAL PROTOCOL:** Core II Exam

**PROMOTION POTENTIAL:** Equipment Operator II

**CLASS SPECIFICATION HISTORY:**

**Class Established:** January 1974

**Revised:** December 1984

**Classification Study:** May 1991 (M)

**Classification Study:** December 2000 (M)

August 2013

October 2014

**Classification Study:** June 2024