

Trempealeau County Opening Equipment Operator

Trempealeau County is recruiting to establish a candidate pool for the full-time position of Equipment Operator in the Highway department. Currently, seeking to fill an opening to commence January 2019. *As mentioned this recruitment will also be used to establish a candidate pool for filling future Equipment Operator vacancies throughout the year or until the next recruitment.*

PURPOSE OF POSITION:

The purpose of this position is to operate a variety of both heavy and light equipment to perform general road maintenance and construction tasks. The work is performed under supervision of a Foreman and Superintendent. The assignment of the current vacancy is to primarily patrol designated routes near the Galesville area. Successful candidate to report to the Galesville Highway Shop. Future job openings from this candidate pool would be for one of the Trempealeau County Highway Shops located in Osseo, Arcadia, Galesville, Strum and Whitehall. These future openings may be for other equipment operator assignments including: operating road grader to perform fine grading/finish grading; performing road maintenance duties of shouldering, ditch mowing, brushing, chain saw work, road patching, snow and ice removal; operating asphalt pavers, rollers, oil distributors, chip spreaders, and other earth moving equipment.

REQUIRED QUALIFICATIONS:

High school diploma or equivalent, vocational/technical training in heavy equipment operation, one year heavy equipment operating experience, or any combination of education and experience that provides equivalent knowledge, skills and abilities. A valid commercial driver's license (CDL) required. Successful candidate must obtain and maintain a Class A CDL with airbrakes and tanker endorsement. Must successfully pass applicable background check and pre-employment/post-offer drug screen and physical. Selected candidate subject to DOT random drug and alcohol testing. Refer to the attached job description for additional information.

COMPENSATION / BENEFITS:

The 2019 starting wage for this non-exempt position is \$19.01 per hour to \$22.56 per hour (80 hours bi-weekly), depending upon qualifications. Regular hours Monday through Thursday 6:00 a.m. – 4:00 p.m. Trempealeau County's compensation plan considers annual wage step increases with future earning potential up to \$25.92. A comprehensive benefit package is offered to county employees including health insurance, pension, flex spending account, dependent care reimbursement, deferred compensation, dental, vision, short-term disability, life insurance, critical illness insurance, cancer insurance, and accident insurance, paid holidays, vacation and sick leave.

Application material may be found at www.tremplounty.com or by contacting Human Resources.

Completed application must be received (via mail, email, fax, or hand-delivered) to Human Resources by:

Monday, December 17th, 2018 at 4:30 p.m.

Trempealeau County Human Resource Department

36245 Main St., PO Box 67, Whitehall, WI 54773

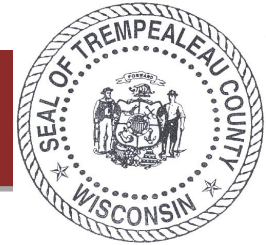
Telephone: 715-538-2311 ext. 224

Fax: 715-538-4776

personnel@tremplounty.com

Equal Opportunity Employer / Affirmative Action

Employee Benefit Summary



WAGE DETAILS

Trempealeau County's compensation plan includes annual wage step increases for employees as well as a potential cost of living increase.

HEALTH INSURANCE

Trempealeau County contributes 88% of the lowest cost plan. Employee contribution varies depending on the plan selected.

In addition, the County pays for the employee's deductible through a flexible spending account. When an employee is eligible for health insurance, the County puts the full amount of the deductible, \$500 for a single plan and \$1000 for a family plan, in the account for the employee to access when needed. To receive that money, complete a short form (paper or electronic) and submit a copy of the Explanation of Benefits (EOB), bill, or receipt. Payouts occur weekly.

Please note: This benefit must be approved annually through the County Board.

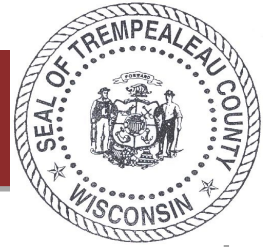
All plans include the same benefits. You choose the provider network.

2018 Employee Trust Funds (ETF) area plans include the following:

2018 Health Insurance Rates	Single Plan Monthly Premium	Family Plan Monthly Premium
Quartz-Community	\$79.60	\$195.90
HealthPartners Health Plan	\$270.70	\$673.30
Security Health Plan Central	\$442.30	\$1102.60
WEA Trust Northwest	\$478.90	\$1194.10

2018 Health Insurance Benefit Snapshot

Annual Medical Deductible	\$500 individual / \$1,000 family When an individual within a family plan meets the \$500 deductible, benefits apply as described below Deductible applies to annual out-of-pocket limit (OOP) Medical deductible does not apply to prescription drugs
Routine, Preventive Services as Required by Federal Law	Plan pays 100%
Emergency Room Copay	You pay \$60 copayment per visit
Prescription Drug Coverage	Tiered system with co-pays starting at \$5
Annual Wellness Incentive	\$150 gift card for employee and spouse/when annual physical or wellness screening is completed



VOLUNTARY BENEFITS

Disability Income Insurance
Dental Insurance
Critical Illness Insurance
Cancer Insurance
Accident Income Insurance
Vision Coverage
Life Insurance (spouse & family available)
Medical Reimbursement
Dependent Care Reimbursement
Two (2) Voluntary Deferred Compensation Plans

RETIREMENT

Trempealeau County and the employee each pay 50% of the actuarially required contribution to the Wisconsin Retirement Fund.

2018 General Rate

Employer Share - 6.7% / Employee Share – 6.7%

VACATION

Vacation is accrued per pay period based on years of service.
Starting at 12 days per year up to 25 days per year.

HOLIDAYS

New Year's Day, President's Day, Memorial Day, Independence Day, Labor Day,
Thanksgiving Day, Day after Thanksgiving,
Christmas Eve Day, Christmas Day, Personal Holiday

SICK LEAVE

Sick leave is accrued per pay period based, up to 12 days per year

This illustration summarizes the benefits presently offered by Trempealeau County and is not a guarantee of benefits.

12/2017

Trempealeau County Classification Specifications

Classification Title:	Equipment Operator	Department:	Highway
		FLSA:	Non-exempt
Date:	January 2019	Reports To:	Foreman and Superintendent

Purpose of Classification

The purpose of this classification is to operate a variety of both heavy and light equipment to perform general road maintenance and construction tasks. The work is performed under the supervision of the Foreman and Superintendent.

Essential Duties and Responsibilities

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

Operates snow removal and ice control equipment such as salt/sand spreaders, plows, dump trucks, loaders, rollers, etc. to remove snow and ice on roadways. Shovels snow.

Operates dump truck, tractor-trailer, fuel truck, water tanker, oil distribution truck, road grader, power broom, bulldozer, roller, shoulder machine, backhoe, fork lift, end-loader, ditch mower tractors, road sweepers, earth moving equipment, skid steer, chip sealing spreaders, low-boys semi, and other equipment as assigned.

Operates asphalt paver. Monitors mat depth and materials flow. Checks paver for proper operation.

Operates road grader to perform fine-grading, finish-grading, and shoulder grading to correct roadway cross slopes and super elevations.

Removes obstructions from road, bridges, and right-of-way drainage ditches and culverts, picks up trash, conduct asphalt pothole patching and tar crack filing operations, sprays herbicides, cuts brush, maintains fencing, and corrects other problems with roads, bridges and right-of-way.

Patrols designated routes to perform road and right-of-way maintenance and report hazards and major repair needs such as replacement of signs, guardrails, fencing and other road and right-of-way components.

Performs labor to assist with construction and maintenance projects such as sign set-up, landscaping, guardrail replacement/repair, filling cracks, clearing brush and trees, cleaning signs and other projects. Shovels materials, operates hand and power tools, clear debris from work sites, tear down and replacement of fences, cleans work areas.

Performs manual labor in asphalt paving projects. Sets grades and lines, shovels and rakes asphalt. Operates rollers and graders to assist Asphalt Plant operations and maintenance.

Performs topsoiling, seeding and raking for new grass at excavation sites.

Perform culvert removal and installation duties.

Perform various bridge repairs.

Performs mowing and weed trimming duties. Operates chainsaws and chippers for tree clearing and brushing.

Performs traffic control tasks and flagging duties at jobsites.

Inspects and monitors operating condition of equipment and performs routine maintenance such as changing oil, greasing and checking and replenishing fluid levels, washing/cleaning, fueling and maintaining equipment. Changes/repairs tires and assists with equipment repairs. Reports operating problems to supervisory personnel.

Performs other general maintenance and/or duties as assigned.

Participates in on-call rotation. Respond to emergencies.

Responds to weather events and emergencies. Subject to call in 24 hours a day, 7 days a week.

Additional Tasks and Responsibilities

While the following tasks are necessary for the work of the unit, they are not assigned to every job and may be assigned to select employees to be performed.

May perform welding and carpentry tasks.

Working knowledge of the Asphalt Plant operations and able to operate in the absence of the Plant Operator.

Picks up parts and delivers equipment.

Cleans shop area.

Minimum Training and Experience Required to Perform Essential Job Functions

High school diploma or equivalent, vocational/technical training in heavy equipment operation, one year heavy equipment operating experience, or any combination of education and experience that provides equivalent knowledge, skills and abilities. A valid commercial driver's license with airbrakes and tanker endorsement required.

Physical and Mental Abilities Required to Perform Essential Job Functions

Language Ability and Interpersonal Communication

Ability to assemble, copy, record and transcribe data and information, following a prescribed plan. Ability to compare, count, differentiate, measure and/or sort data and information.

Ability to classify, compute and tabulate data and information, following a prescribed plan requiring the exercise of some judgment.

Ability to explain, demonstrate and clarify to others within well-established policies, procedures and standards. Ability to follow specific instructions and respond to simple requests from others.

Ability to utilize a wide variety of descriptive data and information such as safety regulations, maps, time cards, monthly reports Uniform Traffic Control Devices manual, invoices, fuel reports, vehicle maintenance reports, inventory reports, fuel/oil reports, diagrams, weight slips and general operating/maintenance manuals.

Ability to communicate effectively with department personnel and motorists.

Mathematical Ability

Ability to add, subtract, multiply and divide.

Judgment and Situational Reasoning Ability

Ability to use functional reasoning and apply rational judgment in performing diversified work activities and semi-routine functions involving standardized work with some choice of action.

Ability to exercise the judgment, decisiveness and creativity required in situations involving the evaluation of information against sensory and/or judgmental criteria, as opposed to criteria which are clearly measurable.

Physical Requirements

Ability to operate equipment and machinery requiring monitoring multiple conditions and making multiple, complex and rapid adjustments, such as two-way radio, paver, forklift, backhoe, dozer, dump truck, snow plow truck, loaders, mowers, carpenter/mechanic's tools, welder, cutting torch, chain saw, rakes/shovels, post auger, mower, tractors, motor grader, power broom, rollers and tractor-trailer and pick ax and levers.

Ability to coordinate eyes, hands, feet and limbs in performing highly skilled movements such as heavy equipment operating.

Ability to exert moderately physically demanding work, typically involving some combination of climbing and balancing, stooping, kneeling, crouching, lifting, carrying, pushing, and pulling.

Ability to recognize and identify degrees of similarities or differences between characteristics of colors, shapes, sounds and textures associated with job-related objects, materials and tasks.

Environmental Adaptability

Ability to work under conditions which require exposure to environmental factors such as temperature variations and extremes, odors, toxic agents, noise, vibrations, machinery, traffic hazards, wetness, and/or dust. This exposure may cause some discomfort and presents a risk of injury.

Trempealeau County is an Equal Opportunity Employer. In compliance with the Americans with Disabilities Act, 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.

Employee's Signature

Supervisor's Signature

Date

Date