



# Bastrop County Job Posting

804 Pecan Street, Bastrop TX 78602  
(512) 581-7120

*An Equal Opportunity Employer*

<b>Title:</b>  <b>Road and Bridge Equipment Operator Full – Time</b>	<b>Opening Date:</b>  <b>November 10, 2016</b>	<b>Application Deadline:</b>  <b>Open Until Filled</b>	<b>Job Posting Number:</b>  <b>160152</b>
<b>Department:</b>  <b>Precinct Four (1)</b>	<b>Starting Rate of Pay:</b>  <b>\$15.00 - \$17.00/hour</b>	<b>Location:</b>  <b>Bastrop, Texas</b>	<b>Travel:</b>  <b>N/A</b>

## **INTERNAL/EXTERNAL JOB POSTING**

**Brief Job Description:** Under the supervision of the Road & Bridge Foreman and Commissioner of applicable Precinct, this position performs tasks associated with road and bridge maintenance and construction, including the operation of construction and maintenance equipment. Duties also include a variety of maintenance activities including loading, hauling, and performance of skilled truck & equipment inspection, maintenance and repair tasks.

**General Knowledge, Skills, and Abilities:** Must possess knowledge of the principles and practices of road construction, and of maintaining a safe roadway. Must possess the skills and abilities needed to operate equipment associated with such activities. Must have the ability to perform maintenance on equipment, including inspections and difficult mechanic work such as diagnosing, troubleshooting and repair of equipment associated with street repairs and roadway maintenance. Must possess the ability to work in a safety conscience environment and to promote and maintain a safe working environment at all times. Must be able to perform heavy manual labor, work independently in the absence of supervision, and understand and follow oral and written instructions. Must possess the ability to establish and maintain effective working relationships with those contacted in the course of the job.

**Minimum Qualifications:** Experience in road maintenance and repair work which includes, operating equipment such as forklifts, chain saws, brush hogs, maintainers etc. Possession of a Class A or Class B Commercial Driver's License, or the ability to obtain one within thirty (30) days of employment. Must possess a high school diploma or equivalent and have a valid Texas driver's license.

**Environmental Conditions:** May work closely with others with exposure to various weather conditions, including extreme heat or severe cold. May be exposed to excessive noise; dirt, and dust; fumes and smoke; electrical hazards; confined or high work places; slippery and uneven surfaces; hazards associated with traffic control and working in and near traffic; and inclement weather. May work in and near water including, creeks and ditches; and may work during hours of darkness.

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Bastrop County does not discriminate on the basis of race, color, age, national origin, sex, religion or disability in employment or in its activities. Minorities, Veterans, and Disabled applicants are encouraged to apply.

A Bastrop County Job Application is required, and can be downloaded at:

<http://www.co.bastrop.tx.us/upload/page/0062/docs/Bastrop%20County%20Job%20Application.pdf> A resume will be considered, but will not be accepted in lieu of application. Applicants may mail or drop off an application at: Bastrop County, Attn: HR, 804 Pecan Street, Bastrop, Texas 78602, OR email applications to [apply@co.bastrop.tx.us](mailto:apply@co.bastrop.tx.us). Applications postmarked after the closing date will not be accepted. Unless otherwise indicated, regular attendance is an essential job requirement of all positions in the county. This position may require shift work outside the normal business hours and weekends. All positions requiring a degree and/or licensing require proof of degree and/or license. Your application for employment with Bastrop County may subject you to a criminal background check.

**IMPORTANT NOTE TO ALL APPLICANTS:** Only applicants scheduled for interviews will be contacted. If you are scheduled for an interview and require any reasonable accommodation in our interview process, please inform the hiring representative who calls you to schedule your interview. Whenever possible, please give the hiring representative sufficient time to consider and respond to your request. Thank you for considering employment with Bastrop County. Visit our website at: <http://www.co.bastrop.tx.us/page/co.jobs>.

**BASTROP COUNTY, TEXAS**  
**Job Description**

*Job Title: Road & Bridge Equipment Operator*

**Department:** Road & Bridge

**FLSA Status:** Non-Exempt

**Reports To:** Road & Bridge Foreman

**SUMMARY:** Under the supervision of the Road & Bridge Foreman and Commissioner of applicable Precinct, this entry-level position performs tasks associated with road and bridge maintenance and construction, including the operation of light construction and maintenance equipment. Duties also include a variety of potentially heavy manual labor activities including loading, hauling, digging, shoveling, climbing, and other minor maintenance activities.

**SUPERVISION RECEIVED AND EXERCISED**

Receives general supervision from foreman, Commissioner, or other supervisory staff as directed.

Exercises no supervision.

**ESSENTIAL DUTIES AND RESPONSIBILITIES** include the following:

1. Operate construction and maintenance equipment, such as Motor Graders, Dump Trucks, Dozers, Backhoes, Loaders, Water Trucks, Boom-axe, Tractors, Brushhogs, Front-End Loaders, Rollers, Patch Trucks, Maintainers and various other tools, equipment, & machinery used in road construction and maintenance operations.
2. Perform construction and maintenance tasks, such as repairing potholes, road shoulder and edge-work paving, trimming trees and brush, packing and watering roads, pouring concrete, removing and burying dead animals, cleaning and inspection of culverts, build and install road signs, fences, and barricades, various electrical and mechanical work, and a variety of other minor maintenance activities for the county Road & Bridge Department.
3. Pick up and deliver equipment to and from construction sites. Identify equipment needs for each assigned project.
4. Transport equipment & materials used in the performance of County business between sites, including:
  - a. Pre-trip inspections per DOT regulations;
  - b. Loading materials & equipment onto the truck;
  - c. Ensuring that load is correctly placed and secured using ropes and chains as necessary, so as to avoid damage to the truck or materials;
  - d. Cover the load with tarpaulin as necessary;
  - e. Unloading materials & equipment from the truck.
5. Install street barricades and cones prior to the performance of street and road repair activities; direct and control traffic around work sites.
6. Install driveway and cross culverts. Build or repair bridges, head walls, forms, and other drainage structures.

7. Inspect equipment for proper functioning and safety. Perform preventive and/or minor maintenance on vehicles, equipment, and machinery, including changing and replenishing fluids as required. Includes brakes, tires, oil, and electrical systems.
8. Inspect, diagnose, locate, and repair mechanical difficulties on County vehicles and equipment which will include a variety of gasoline and diesel powered maintenance and construction equipment. Assist in the purchase of maintenance parts and materials.
9. Weld, fabricate, and assemble parts and equipment for County automotive and heavy equipment.
10. Weld, braze, solder, and cut materials including steel, stainless steel, and aluminum using appropriate tools and equipment including cutting torches and welding machines

**OTHER FUNCTIONS:** Performs other job related duties as directed by supervisor(s).

**NOTE:** The essential functions describe the general nature and level of work being performed by employees holding this position. This is not intended to be a comprehensive listing of all duties and responsibilities required, nor are all duties listed necessarily performed by any one employee so classified.

**MINIMUM QUALIFICATIONS:** To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed below are representative of the knowledge, skill, and/or ability required. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

**Knowledge of:**

Operation of and maintenance requirements of power-driven equipment;  
Road construction and maintenance techniques;  
A variety of materials used in road and bridge construction and maintenance work;  
Practices, methods, materials, and tools used in general construction and maintenance work;  
Traffic laws, ordinances, and rules for operation of vehicles, equipment, and machinery used in the performance of essential job functions;  
Requirements for obtaining and maintaining a Texas Commercial Driver's License;  
Occupational hazards and standard safety practices.

**Ability to:**

Read and interpret maps, sketches, drawings, schematics, specifications, and technical manuals;  
Work for short periods of time wearing a respirator;  
Operate a variety of power-driven equipment;  
Perform a variety of skilled vehicle & equipment maintenance tasks;  
Independently perform complex and difficult mechanic work including diagnosing, troubleshooting, fabricating, and repair of automotive and construction equipment;  
Accurately determine mechanical repair needs and estimate the cost and time required for repairs;  
Perform various manual tasks for extended periods of time and in unfavorable weather conditions;  
Perform heavy manual labor;  
Maintain a safe driving record;  
Work independently in the absence of supervision;  
Work in a safety-conscious environment and to follow & promote good safety practices;  
Establish and maintain effective working relationships with those contacted in the course of the job;  
Learn, understand, and apply pertinent laws, rules, and regulations;  
Understand and follow verbal and written instructions;

Communicate clearly and concisely, both verbally and in writing.

**Physical Demands:**

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential duties of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

Maintain effective audio-visual discrimination and perception needed for:

Making observations, Operating assigned equipment, and communicating with others;

Employee must have visual abilities including close vision, distance vision, depth perception, peripheral vision, and the ability to adjust focus.

Effectively handle a work environment and conditions which involve:

Working in high places, Exposure to loud noise, Exposure to various weather conditions,

Working closely with others, Traveling from site to site, Working outside normal business hours and in hours of darkness; Exposure to dust, dirt, fumes, and airborne particles,

Exposure to moving mechanical parts, Exposure to electrical hazards, Working in or near water including creeks and ditches.

Maintain physical condition needed to accomplish the performance of assigned duties and responsibilities, which may include :

Walking, sitting or standing for long periods of time, Lifting and carrying heavy materials, Climbing, Performing heavy manual labor, Operating assigned equipment and vehicles;

Working on uneven and/or slippery surfaces.

Maintain mental capacity sufficient to accomplish the performance of assigned duties and responsibilities, which may include:

Effective interaction and communication with others;

Making sound decisions in a manner consistent with the essential job functions.

**EXPERIENCE, EDUCATION, and LICENSING:**

Any combination of experience and training that would likely provide the required knowledge and abilities is qualifying. A typical way to obtain the knowledge and abilities would be:

**Experience:**

Some knowledge and experience in performing roadway construction and maintenance work involving the operation of construction and maintenance tools, equipment, and machinery.

**Education:**

High School diploma or its equivalent.

**Licensing:**

Possession of valid Texas Class A or Class B Commercial Driver's License, or the ability to obtain one within thirty (30) days of employment.

**SELECTION GUIDELINES:**

Formal application; rating of education and experience; oral interview; reference and other background checks; job-related tests may be required.

**\*\*\* This position is subject to random and/or reasonable suspicion and/or post-accident testing for drugs and alcohol.\*\*\***

***This 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 and requirements of the job change. The employee further understands, and accepts, that this position falls under the provision of an "At Will" employment, and under no circumstances is a contract for employment.***