



Human Resource Director

420 Mt Rushmore Rd.

Custer SD 57730

605-673-8134

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Enjoy working outdoors and looking for a job in the beautiful Black Hills? Custer County is accepting applications for a full-time Equipment Operator position to help maintain the 400 miles of county roads.

Employees generally work Four Days per week with no evening shifts, holidays and weekends off, unless weather conditions or emergencies require road maintenance.

This position requires operating heavy equipment, driving trucks, performing minor repairs and routine maintenance on all equipment. A South Dakota CDL with tanker endorsement is required for this position and new hires will have six months to obtain the necessary requirements.

Competitive Salary and Benefits. Starting Pay up to \$23.18 per hour and Employees are offered paid holidays, paid vacation and sick leave. Health Insurance, Dental, Life Insurance Options and SDRS Retirement with 6% matching investment.

Applicants must fill out and submit a Custer County application. Position description and applications are available at <https://www.custercountysd.com/employment/> or by contacting Todd Fish, Custer County Human Resources, 420 Mt. Rushmore Road, Custer, SD 57730, 605-673-8134 or [tfish@custercountysd.com](mailto:tfish@custercountysd.com). Applications will be accepted until filled.

Custer County is an equal opportunity employer.

**POSITION TITLE:** EQUIPMENT OPERATOR I  
**DEPARTMENT:** CUSTER COUNTY HIGHWAY  
**IMMEDIATE SUPERVISOR:** HIGHWAY SUPERINTENDENT

**A. POSITION PURPOSE and GENERAL DESCRIPTION**

To perform repairs and do maintenance on all County Roads and Bridges under the direction of the Superintendent or the foreman, or the Superintendent's designee.

To perform maintenance work on county roads and bridges, including asphalt repairs, maintaining gravel roads, snow removal & minor equipment repairs.

**B. POSITION QUALIFICATIONS**

Previous equipment operation or truck driving experience preferred but not mandatory, with a 12-month probation period.

Valid SD class A Commercial Driver's License, Tanker Endorsement desirable; or ability to obtain within probation period.

**C. NATURE and SCOPE**

1. Tasks:

Operate county equipment, including but not limited to pickups, loaders, semi-trucks, dump trucks, sanders, snowplows and mowers.

Perform hand labor as needed.

Perform minor repair and routine maintenance on all equipment.

Perform sign maintenance with proper placement for advisory signing.

Clear brush and trees

Remove snow and ice from county roads.

Perform additional duties assigned or required.

Adhere to all safety rules and County Policies.

Must have basic reasoning, reading and writing skills

2. **Challenges and Problems**

The incumbent is challenged to respond efficiently and safely to the ever-changing demands of this position, which may be brought on by weather or the regular season responsibilities of the job. Must also maintain a good working relationship with county officials, employees and general public.

Must work both indoors and outdoors during times of extreme heat or cold and inclement weather frequently.

### 3. Performance Measurements

The Equipment Operator I is measured by the condition and maintenance of the county roads, how well the equipment he operates is maintained, and by maintaining a "good Host" image in dealing with persons (both internally and externally).

### 4. Physical Demands in Terms of Work Day

Lifting Overhead distance of 1-3 feet

Horizontal Lifting distance of 1-3 feet

Floor to Waist Lifting distance of 1-3 feet

Carry up to 100 feet.

Pushing up to 50 feet.

Pulling up to 50 feet.

Items generally lifted and/or carried: tools equipment parts, supplies including bags of salt mix, metal signs and posts, and metal culverts used for road repair.

Items requiring push/pull: Tires, equipment jacks, 55 gallon drums, metal culverts, cases of supplies, brush & branches while cutting and thinning timber.

### 5. Physical Factors

**Stand:** to perform maintenance and minor repairs while using construction tools in the field: load and unload supplies.

**Walk:** while working in the field includes trimming small trees & brush while working on road repairs; to & from vehicles & shop; carry supplies and equipment.

**Sit:** may range up to constant while operating trucks, snow plows, road graders or other equipment throughout the entire workday.

**Recline:** to work on underside of vehicles or equipment.

**Overhead work:** to reach up for supplies, tools and to work on equipment above shoulder level.

**Climb:** Climb up to level of equipment using handrails and metal rungs; up ladders to obtain supplies, hill sides and ditches while working in the field.

**Balance:** Balance required to work on slopes & on road repair, when climbing in & out of equipment.

**Stoop/Crouch:** Required when working on vehicles & equipment. While working in the field & in the shop.

**Kneel:** While working in the field & road repair, or on equipment & vehicles in the shop.

**Crawl:** May crawl underneath vehicles or equipment, or while working on road repair, maintenance.

**Twist Back/Waist:** Twist back while lifting items previously described, also while working on road repair, cutting & thinning of timber, carrying and loading supplies.

**Reach above Shoulder:** Reach for handles on machinery & equipment, obtain supplies from shelves & storage areas.

**Reach Waist to Chest:** Lift supplies, tools or equipment

**Repetitive Foot:** Operate foot pedals in equipment & trucks.

**Repetitive Arm/Hand/Wrist:** Used while operating tools & equipment & while performing maintenance on vehicles & machinery.

**Simple Grasp:** Grasping/holding small tools-supplies-equipment.

**Firm Grasp:** Firm grasp of tools, equipment, power tools, machines & supplies. Also required to operate steering & shifting mechanism of heavy equipment.

**Fine Manipulation:** Write reports, working with small parts & tools.

**Static Arm:** While driving trucks & other equipment.

**Rotate/Twist Neck:** While operating equipment to allow view of work area & safety, also while working in the field & in the shop.

**Static Neck:** While working on repairs in shop or operating equipment.

**Extension Neck/Flexion/Driving:** To look overhead, working in field. Operating trucks, equipment & pickups.

**Vibrate/Bounce:** Encountered while operating equipment & trucks.

**Work at Heights:** May work bridges, roads with steep embankments, hillsides & cliffs while in the field, while operating large equipment & machinery.

6. **Exposure To:**

**Noise:** While operating equipment & power tools; while working in & around repair shop

**Dust/Fumes/Chemicals:** Fumes from equipment & trucks; dust while in the field.

**Temperature Extremes:** Work involves outdoor activities & exposure to all types of weather conditions on a daily basis.

**Speak & Comprehend:** Communicate with co-workers, respond to radio broadcasts.

**Hear & Comprehend:** Communicate with co-workers. Listen to radio broadcasts.

**Near Vision 20":** Necessary for close work & safety issues.

**Midrange Vision:** Necessary for midrange work & safety issues.

**Far Vision 20”:** While operating equipment, on rad repair, and in the field.

**Depth Perception:** To perform work tasks & operate machinery & equipment. Also while walking the shop & in the field.

**Color Vision:** Safely operating equipment & driving vehicles.

**Field Vision:** Involved in working in the field or shop, also while operating machinery & equipment safely.

**Write:** Use to measure and cut items, mixing supplies.

**Follow Diagrams/Blueprints:** May have to use map to locate jobsite or other crew members.

**Vibratory tools:** While working on road repair, operating chainsaws and mowers in the field, and other power tools.

**Overall Strength Requirement:** Ranges for light to very heavy.

**Shift/Hours:** “normal” work week of 4-10 hour days, with possibility of extended hours due to weather or unforeseen emergency situations.

**Breaks available:** ½ hour lunch, 2-15 minute breaks.

**Comments:** This job, because of its wide range of duties and work demands, involved varying degrees of strength and stamina to complete the ask assignments. Additionally, different seasons require specific tasks that vary the degree of strength and positions the body must maintain and perform, including sitting constantly to walking and standing constantly, to lifting and carrying constantly thru out a specific workday.

Disclaimer:

This job description is intended to describe the general duties of the position and is not a comprehensive list. Employees are required to complete other duties as assigned.

Print Name: \_\_\_\_\_

Signature: \_\_\_\_\_

Date: \_\_\_\_\_