



CUSTER COUNTY

Enjoy working outdoors and want to serve your community in the beautiful Black Hills?

The Custer County Highway Department is currently accepting applications for a full-time Equipment Operator I position. This hands-on role helps maintain more than 400 miles of county roads and is ideal for individuals who enjoy operating machinery, working outdoors in all seasons, and being part of a reliable road maintenance team.

This position offers a four-day work week (10-hour days, Monday–Thursday), with weekends and holidays off—except during weather events or emergencies requiring road maintenance.

The position is full-time with a competitive benefits package.

Position description is available below. Applications can be found on the Custer County website at: <https://www.custercountysd.com/employment/>

Or by contacting:

Amber Maidens

Custer County Human Resource Director

420 Mt Rushmore Rd, Room 228

Custer, SD 57730

Phone: 605-673-8134

Applicants must complete and submit a Custer County application. Applications will be accepted until the position is filled.

Custer County is an equal opportunity employer.

POSITION TITLE: Equipment Operator I

REPORTING TO: Custer County Highway Superintendent

SALARY: \$23.88 per hour

HOURS: 40 hours per week | 4 days per week | M–Th

LOCATION: Custer County Highway Department, Custer, SD

PURPOSE OF THE POSITION:

The Equipment Operator I performs essential road and bridge maintenance throughout Custer County. Duties include operating heavy machinery, driving trucks, performing snow removal, clearing brush, repairing roads, and completing minor maintenance on equipment. This role supports public safety and infrastructure by maintaining roads in safe and operable condition.

PRIMARY DUTIES AND RESPONSIBILITIES:

- Operate heavy equipment including pickups, loaders, graders, dump trucks, snowplows, and mowers
 - Perform routine maintenance and minor repairs on equipment
 - Drive trucks and operate machinery for snow and ice removal
 - Clear brush, trees, and other roadside debris
 - Maintain signage and perform sign installation as required
 - Perform manual labor tasks related to road repairs
 - Follow all county safety protocols and operational procedures
 - Respond to emergency weather-related or seasonal maintenance issues
 - Complete additional duties as assigned by supervisors
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QUALIFICATIONS:

- Previous experience operating equipment or driving trucks preferred (12-month probationary period applies)
 - Valid South Dakota Class A Commercial Driver’s License with tanker endorsement preferred; required within 6 months of hire
 - Ability to read, write, and understand basic instructions and procedures
 - Willingness to work in varying and extreme weather conditions, both hot and cold
 - Must maintain a professional relationship with coworkers, supervisors, and the public
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PHYSICAL REQUIREMENTS:

- Regular lifting, carrying, pushing, and pulling of items up to 100 lbs
 - Physical activity includes: standing, walking, sitting, crawling, kneeling, stooping, climbing, balancing, and overhead work
 - Frequent operation of foot and hand controls in equipment
 - Must be able to handle repetitive motions, static postures, and fine motor tasks
 - Work includes exposure to loud noise, dust, fumes, vibrations, and temperature extremes
 - Requires clear vision at near, midrange, and far distances; field and color vision; depth perception
 - Ability to hear and respond to radio communication and verbal instructions
 - Use of tools and power equipment, including chainsaws, mowers, and vibratory tools
 - Strength requirements range from light to very heavy, depending on task and season
 - May be required to work at heights (e.g., bridges, slopes, embankments)
 - Scheduled breaks include a 30-minute lunch and two 15-minute breaks
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WORK SCHEDULE:

- Standard schedule: 4-day work week, 10-hour days (Monday–Thursday)
 - Occasional extended hours required during inclement weather or emergencies
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BENEFITS:

- Paid holidays, vacation, and sick leave
 - Health, dental, and life insurance options
 - Enrollment in the South Dakota Retirement System (SDRS) with 6% employer match
 - Stable, full-time hours with minimal evening or weekend shifts
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THIS POSITION DESCRIPTION SHOULD NOT BE CONSTRUED TO IMPLY THESE REQUIREMENTS ARE THE EXCLUSIVE DUTIES OF THE POSITION. INCUMBENTS MAY BE REQUIRED TO FOLLOW OTHER INSTRUCTIONS AND PERFORM OTHER RELATED DUTIES AS ASSIGNED.

Acknowledgement of the above:

Print Name: _____

Signature: _____

Date: _____