



Equipment Operator

CLASS TITLE	CLASS CODE	SALARY GROUP	SALARY RANGE
EQUIPMENT OPERATOR I	9026	A18	\$45,521 - \$71,055
EQUIPMENT OPERATOR II	9027	A19	\$48,244 - \$76,028
EQUIPMENT OPERATOR III	9028	A20	\$51,158 - \$81,351

GENERAL DESCRIPTION

Performs equipment operations work involving the operation, maintenance, and repair of heavy and light equipment.

EXAMPLES OF WORK PERFORMED

Operates a variety of light and heavy equipment involved in construction and maintenance projects such as rollers, graders, backhoes, front-end loaders, forklifts, dump trucks, or bulldozers.

Performs preventive maintenance inspections, routine servicing, and minor repairs on equipment.

Ensures adherence to safety standards when operating equipment.

Prepares and maintains records, files, and reports on timekeeping, equipment, inventory, and accidents.

Inspects equipment to ensure that it meets specifications.

May perform other work as directed during emergency situations such as floods, tornadoes, hurricanes, accidents, and hazardous material spills.

Performs other duties as assigned.

DESCRIPTION OF LEVELS

Note: Examples of work and descriptions are meant to progress through the levels. For example, an employee at level III may also perform work listed within the previous levels.

Factors that may distinguish between the journey and senior levels include the degree of independence in performing the work; the complexity of the work; the scope of responsibility; and the employee's related work experience, education, and certifications. Other factors may include the types of equipment operated and the scope of the projects performed.

EQUIPMENT OPERATOR I: Performs complex (journey-level) equipment operations work. Works under general supervision, with limited latitude for the use of initiative and independent judgment.

Note: *Senior-level employees (levels II and III) may serve in a lead role; however, lead responsibilities within this job classification series will typically be found at the level III. Senior-level employees may perform the full range of work identified in the levels preceding their own, and/or may coordinate or oversee that work for others. Factors that may distinguish between senior levels include the scope of responsibility, oversight, and authority; the types of equipment operated; the complexity of the projects performed; and the employee's related experience, education, and certifications.*

EQUIPMENT OPERATOR II (Added 9-1-2025): Performs highly complex (senior-level) equipment operations work. Works under limited supervision, with moderate latitude for the use of initiative and independent judgment.

EQUIPMENT OPERATOR III: Performs advanced (senior-level) equipment operations work. Works under minimal supervision, with extensive latitude for the use of initiative and independent judgment. Employees at this level may operate the most complex equipment and frequently work on projects that are highly complex and large in scope.

GENERAL QUALIFICATION GUIDELINES

EXPERIENCE AND EDUCATION

Experience in the operation and maintenance of heavy and light equipment. Graduation from a standard senior high school or equivalent is generally preferred. Experience and education may be substituted for one another.

KNOWLEDGE, SKILLS, AND ABILITIES

For all levels

- Knowledge of the operating principles and practices, maintenance, and repair of heavy and light equipment; basic vehicle mechanics; and applicable industry safety standards, guidelines, and specification codes.
- Skill in the use of heavy and light equipment, mechanical devices of the trade, and hand and power tools; in resolving equipment-related issues; in reading and monitoring gauges and instrumentation; and in adjusting electrical and mechanical equipment.
- Ability to understand and follow instructions; to operate heavy and light equipment; to analyze operating difficulties in the equipment; to prepare and maintain records, files, and reports; and to communicate effectively.

REGISTRATION, CERTIFICATION, OR LICENSURE

May require registration, certification, or licensure in a specialty area.

May require a valid driver's license and/or commercial driver's license.