



CITY OF GERING

Job Posting Notice

Job Title: Heavy Equipment Operator

Department: Street

Pay Scale: IBEW Union \$18.76 - \$27.71/hourly (based on experience & longevity)

Application Deadline: 4:00pm, Friday, September 6, 2024

Job Description: Attached

An Equal Opportunity Employer, Only U.S. citizens and aliens authorized to work in the United States will be hired and all employees are required to complete a verification form.

The City of Gering is seeking a skilled and motivated Heavy Equipment Operator to join our Transportation Department. This position involves operating a variety of heavy machinery and trucks to support the construction, maintenance, and repair of city streets, storm drainage systems, and other essential infrastructure. The ideal candidate will have experience with heavy equipment, a strong commitment to safety, and the ability to work effectively under supervision.

To apply, please submit your resume and cover letter, along with your application, detailing your qualifications. Submit via email, fax, or in person.

City of Gering
Shannon Goss
1025 P Street/PO Box 687
Gering, NE 69341
Phone: 308-436-6848
Fax: 308-436-6899
sgoss@gering.org



JOB DESCRIPTION

Title: Heavy Equipment Operator

Type: Full Time Part Time Seasonal

Department: Street

FLSA: Exempt Salary

Reports to: Transportation Supervisor &

Non-Exempt Hourly

Superintendent

Pay Grade: IBEW/5

Date Adopted:

Union: Yes No

Previous Revision Date: October 2021

Last Revision Date: August 2024

Safety Sensitive: Yes No

Job Summary:

The Heavy Equipment Operator is responsible for operating a variety of heavy machinery and trucks to support the construction, maintenance, and repair of city streets, storm drainage systems, and other infrastructure. This role includes tasks such as snow removal, hauling materials, operating specialized equipment, and performing routine inspections and maintenance. The operator must adhere to safety standards while working in diverse and often challenging environments. This position requires a high level of skill in equipment operation, knowledge of maintenance procedures, and the ability to work effectively under supervision in a team-oriented environment.

Essential Functions:

- Operate a dozer/scrapper.
- Use a motor grader on roads and alleys.
- Operate snow removal equipment and spread de-icing materials on roads.
- Haul sand, gravel, cement, stone, dirt, and other materials for various projects.
- Operate jackhammers, tractors, mowers, and other small equipment for street system maintenance.
- Conduct routine inspections and preventative maintenance on assigned equipment, reporting defects or repair needs to supervisors.
- Control traffic at work sites by flagging, as required.
- Perform installation, maintenance, and repairs on streets, roads, curbs, and sidewalks, including work with concrete, asphalt, and tar.
- Operate trucks of various sizes and weights to load, haul, and unload equipment, materials, and supplies.
- Apply pesticides and herbicides.
- Perform paint striping and install traffic signs.
- Operate dump trucks, street sweepers, backhoes, snowplows, motor graders, dozers/scrapers, and other vehicles.

Peripheral Functions:

- Assist in loading and unloading trucks.
 - Support street crews in maintenance and repair projects.
 - Perform miscellaneous labor tasks as needed.
 - Ensure all duties conform to safety and security standards.
 - Perform other related duties as assigned.
-

Qualifications:

1. Education and Experience:

- High School Diploma or equivalent.
- Must be 18 years of age or older.
- Any combination of education and experience that provides the necessary knowledge, skills, and abilities.
- Minimum (1) year of experience operating single-axle trucks and heavy equipment.

2. Necessary Knowledge and Skills:

- Operate vehicles and equipment like backhoes, loaders, and mowers.
- Strong understanding of heavy equipment operating principles.
- Familiarity with hazards and safety precautions related to heavy equipment operations.
- Knowledge of materials and tools used in street maintenance.
- Understanding of city geography and Nebraska traffic laws.
- Ability to service automotive equipment and perform minor repairs.
- Competency in following oral and written instructions.
- Effective verbal and written communication skills.
- Capability to work under adverse conditions with a focus on safety.
- Strong interpersonal skills to establish effective working relationships.
- Ability to perform physically demanding tasks and operate various equipment in varying weather conditions.
- Proficiency in using the tools and equipment.

3. Special Requirements:

- Valid NE Pesticide Applicators License or ability to obtain within 6 months.
 - Valid NE Class B Commercial Driver's License with tanker and air brake endorsements or the ability to obtain one within 6 months.
 - Participate in FMCSA's Drug and Alcohol Testing Program.
 - Ability to report to work within 30 minutes when on-call.
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Tools & Equipment Used:

- Motorized vehicles and equipment, including trucks, backhoes, front-end loaders, motor graders, dozers, and scrapers.
- Miscellaneous hand and power tools.

Physical Demands:

The physical demands outlined here represent those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodation may be made to enable individuals with disabilities to perform these essential functions.

- Manual dexterity required for operating various equipment.
- Regularly reach, stand, and walk. Occasionally sit, climb, balance, stoop, kneel, crouch, or crawl.
- Frequently lift and/or move up to 10 pounds; occasionally lift/move up to 100 pounds.
- Vision abilities: Close, distant, color, peripheral, depth, and ability to adjust focus.
- Hearing abilities: Perceive and interpret verbal instructions, warnings, and signals in a noisy environment.

Work Environment:

- Regularly works outside in various weather conditions.
- Frequently works near moving mechanical parts and is exposed to wet, humid conditions.
- Occasional exposure to high, precarious places.
- Exposed to vibration and occasional electric shock.
- Occasional exposure to fumes, airborne particles, and toxic or caustic chemicals.
- Noise level is usually loud.

Supervisory Responsibility: None.

Disclaimer: This job description is intended to convey information essential to understanding the scope of the job and the general nature and level of work performed for individuals with this job title. However, this job description is not intended to be an exhaustive list of all qualifications, skills, efforts, duties, responsibilities, or working conditions associated with the position.

The 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.

Approved:



City Administrator

Date

8/22/2024



Application Instructions

Please read and understand these statements before signing your job application.

1. **Complete Application:** You must complete the job application in its entirety. References to "see resume" are not sufficient. The application will be used for the initial review to select applicants for interviews.
2. **Resume & Cover letter are required:** A resume and cover letter must be submitted with the job application.
3. **Truthful Information:** The information provided in this job application must be true. False or misrepresented information will result in the rejection of your application or termination of employment if discovered after hiring.
4. **Authorization to Verify Information:** By signing this application, you authorize the City of Gering to obtain information from previous employers, educational institutions, and other parties to verify the accuracy of the information provided.
5. **Waiver of Claims:** You waive all rights and claims against the City of Gering for seeking and using this information to evaluate your application.
6. **Position-Specific Application:** This application is only for the position you are currently applying for. If you wish to apply for another position, even if it is the same classification, you must complete and submit a new application.



CITY OF GERING APPLICATION FOR EMPLOYMENT

Prospective employees will receive consideration without discrimination based on creed, color, sex, age, national origin, handicap, veteran status, sexual orientation, or any condition prescribed by state or local law.

Last Name First Name Middle Date

Street Address (physical & mailing address) Contact Number

City State Zip Code Email Address

Have you ever applied for employment with us?

Yes No If yes, dates: _____ Date available to begin work: _____

Position desired: _____ Pay expected: _____

What hours are you available?

Full Time Part-Time Seasonal Overtime (if requested)

Are you legally eligible for employment in the United States? Yes No

Are you over the age of 18? Yes No

Membership in professional and civic organization (Exclude those that may disclose your race, color, religion, age or National origin.)

Other special training or skills (languages, machine operation, etc.), special accomplishment or awards.

School	Name of School	Location of School	Course of Study	Did you Graduate	Years Completed	Degree or Diploma
High School						
Business/Trade/ Technical School						
College/University						
Graduate School						

Military Service: Did you serve in the U.S. Armed Forces? Yes No

Describe any training received relevant to the position for which you are applying:

REFERENCES WE MAY CONTACT:

_____ Name _____ Years Known _____ Telephone _____ Business _____

_____ Name _____ Years Known _____ Telephone _____ Business _____

_____ Name _____ Years Known _____ Telephone _____ Business _____

EMPLOYMENT HISTORY:

Please give accurate, complete, full-time and part-time employment records. Start with your present or most recent.

Company Name _____	Telephone _____
Address _____	Starting Pay _____
Supervisor's Name _____	Ending Pay _____
Job Title _____	Employment Dates: _____
Describe your work _____	From: _____
_____	To: _____
_____	_____

Reason for leaving

Company Name _____

Telephone _____

Address _____

Starting Pay _____

Supervisor's Name _____

Ending Pay _____

Job Title _____

Employment Dates:

Describe your work _____

From: _____

To: _____

Reason for leaving _____

Company Name _____

Telephone _____

Address _____

Starting Pay _____

Supervisor's Name _____

Ending Pay _____

Job Title _____

Employment Dates:

Describe your work _____

From: _____

To: _____

Reason for leaving _____

We may contact the employers listed above unless you indicate those you do not want us to contact.

PLEASE READ AND UNDERSTAND THIS STATEMENT BEFORE SIGNING YOUR APPLICATION:

The information provided in this Application for Employment is true. False, incomplete, or misrepresented information will be sufficient cause for my application to be rejected, or, if discovered after employment, cause for immediate termination of my employment.

I authorize the employer to obtain information about me from previous employers, educational institutions, and other parties to verify the accuracy of information in this application, a related employment resume, or personal interview. I waive all rights and claims I may otherwise have against the employer or its representatives, for seeking, and using information to evaluate my employment request and all other persons who provide information for this purpose.

This application will expire in 30 days. Unless otherwise notified, I understand that my status as an applicant will end. I may re-apply for employment in the future by completing a new application.

This application is not an employment agreement. If I accept an offer of employment I understand the employer may

terminate my employment at any time, with or without cause and without prior notice, unless required by law. I understand that no one, other than an executive officer of the employer, has authority to enter into any employment agreement with terms contrary to the foregoing and then only in writing signed by such officer.

I accept all terms and conditions in the above statement.

Signature

Date

PLEASE RETURN TO CITY OF GERING ADMINISTRATION OFFICES:

1025 P Street
Gering, NE 69341

Phone: 308-436-6848

Fax: 308-436-6899

or email to sgoss@gering.org