



New Mexico State Personnel Office

2600 Cerrillos Road
Santa Fe, New Mexico 87505-0127

Classification Description

HEAVY EQUIPMENT OPERATORS

<u>Class Title</u>	<u>Class Code</u>	<u>Pay Band</u>	<u>Alt Pay Band*</u>
Heavy Equipment Operator-B	T2073B	40	
Heavy Equipment Operator-O	T2073O	45	
Heavy Equipment Operator-A	T2073A	50	

**In accordance with SPB Rule 1.7.4.10 NMAC, the assignment to alternative pay bands shall be reviewed annually to determine their appropriateness.*

Occupation Description

Operate one or several types of power construction equipment, such as motor graders, bulldozers, scrapers, compressors, pumps, derricks, shovels, tractors, or front-end loaders to excavate, move, and grade earth, erect structures, or pour concrete or other hard surface pavement. May repair and maintain equipment in addition to other duties.

Nature of Work

Heavy equipment operators use machinery to move construction materials, earth, and other heavy materials at construction sites and mines. They operate equipment that clears and grades land to prepare it for construction of roads, buildings, and bridges. They use machines to dig trenches to lay or repair sewer and other utilities, and hoist heavy construction materials. Heavy equipment operators also operate machinery that spreads asphalt and concrete on roads and other structures. Sometimes, they may drive and control industrial trucks or tractors equipped with forklifts or booms for lifting materials or with hitches for pulling trailers. They also may operate and maintain air compressors, pumps, and other power equipment at construction sites.

Distinguishing Characteristics of Levels

Note: Examples of Work are intended to be cumulative for each progressively higher level of work. The omission of specific statements does not preclude management from assigning other duties which are reasonably within the scope of the duties.

Basic

- Employees in this Role operate light to medium duty motorized equipment such as: single axle cargo trucks, power brooms, small rollers, compressors and generators.
- Employees perform a variety of semi-skilled maintenance duties required on a district wide or statewide crew and may assist in and require training in complex operation on medium or heavy-duty equipment.

Recommended Education and Experience for Full Performance

High School diploma or GED.

Minimum Qualifications

Tenth grade education

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Operational

- Employees in this Role operate medium to heavy-duty motorized equipment such as motor grader, single and tandem axle dump truck with attachments, self propelled oil distributors, tractor trailer, large loader, dozer backhoe, trucks.
- Employees may operate more complex equipment with supervised training.
- Employees perform a variety of skilled maintenance duties.

Recommended Education and Experience for Full Performance*

High School diploma or GED and two (2) years of experience operating heavy and light equipment in all types of terrain.

Minimum Qualifications

High School diploma or GED and six (6) months experience operating heavy and light equipment in all types of terrain.

Advanced

- Employees in this Role operate the most complex equipment or do the most complex work on standard equipment such as: operate a bulldozer to do finish work, operate a motor grader to lay finish grade on major patching of overlays, operate a crane with dragline to clear waterways and drive pilings, operate transport truck and equipment transported, operate distributor and calibrates and heats oil for safety operation, operate four wheel drive diesel powered backhoe, or operate chip spreader as the control operator.

Recommended Education and Experience for Full Performance

High School diploma or GED plus four (4) years of relevant experience operating heavy and light equipment in all types of terrain.

Minimum Qualifications

High School diploma or GED plus one (1) year of relevant experience operating heavy and/or light equipment in all types of terrain.

Knowledge and Skills

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Knowledge

Building and Construction — Knowledge of materials, methods, and the tools involved in the construction or repair of houses, buildings, or other structures such as highways and roads.

Mechanical — Knowledge of machines and tools, including their designs, uses, repair, and maintenance.

Public Safety and Security — Knowledge of relevant equipment, policies, procedures, and strategies to promote effective local, state, or national security operations for the protection of people, data, property, and institutions.

English Language — Knowledge of the structure and content of the English language including the meaning and spelling of words, rules of composition, and grammar.

Education and Training — Knowledge of principles and methods for curriculum and training design, teaching and instruction for individuals and groups, and the measurement of training

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effects.

Administration and Management — Knowledge of business and management principles involved in strategic planning, resource allocation, human resources modeling, leadership technique, production methods, and coordination of people and resources.

Customer and Personal Service — Knowledge of principles and processes for providing customer and personal services. This includes customer needs assessment, meeting quality standards for services, and evaluation of customer satisfaction.

Skills

Operation and Control — Controlling operations of equipment or systems.

Operation Monitoring — Watching gauges, dials, or other indicators to make sure a machine is working properly.

Active Listening — Giving full attention to what other people are saying, taking time to understand the points being made, asking questions as appropriate, and not interrupting at inappropriate times.

Monitoring — Monitoring/Assessing performance of yourself, other individuals, or organizations to make improvements or take corrective action.

Speaking — Talking to others to convey information effectively.

Critical Thinking — Using logic and reasoning to identify the strengths and weaknesses of alternative solutions, conclusions or approaches to problems.

Statutory Requirements: N/A

Conditions of Employment: Working Conditions for individual positions in this classification will vary based on each *agency's utilization, essential functions, and the recruitment needs* at the time a vacancy is posted. All requirements are subject to possible modification to reasonably accommodate individuals with disabilities.

Default FLSA Status: Non-Exempt. FLSA status may be determined to be different at the agency level based on the agency's utilization of the position.

Bargaining Unit: This position may be covered by a collective bargaining agreement and all terms/conditions of that agreement apply and must be adhered to.

Established: 06/01/2007

Revised: 09/20/2011

**Adapted from the United States Bureau of Labor Statistics and are intended to illustrate the typical education and experience required for this occupation.*

Note: Classification description subject to change. Please refer to the SPO website www.spo.state.nm.us to ensure this represents the most current copy of the description.