



SWISHER COUNTY
COURTHOUSE * 119 S. MAXWELL * TULIA, TEXAS 79088

POSITION ANNOUNCEMENT
*****Road and Bridge Equipment Operator 1*****

Swisher County is accepting applications for the position of **Road and Bridge Equipment Operator 1**. This is a **full-time hourly position**, with a maximum of **40 hours per week**, and includes **employee health insurance** and **retirement benefits**. The anticipated start date is **November 18, 2025**.

Applications are available at the **Swisher County Judge's Office** or the **Swisher County Treasurer's Office**, located in the Swisher County Courthouse at:

119 S. Maxwell Tulia, Texas 79088

You may also access the application and full job description online at:

www.co.swisher.tx.us

COMPLETED APPLICATIONS NEED TO BE TURNED IN TO THE TREASURER'S OFFICE.

The position announcement will **be open through Friday, November 7, 2025 or until filled.**

For more information, please contact the **Swisher County Judge's Office** at **806-995-3504** or **Swisher County Treasurer's Office** **806-995-2204**.

Swisher County is an equal opportunity employer. The county will not discriminate on the basis of race, color, religion, national origin, sex, sexual orientation, including lesbian, gay, bi-sexual or transgender status, age, genetic information, pregnancy, veteran status, disability, or any other condition or status protected by law

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JOB DESCRIPTION

DEPARTMENT: Road and Bridge

JOB TITLE: Equipment Operator I

DATE APPROVED: December 16, 2024

EMPLOYMENT STATUS: Full Time
Hourly

FLSA TYPE: Non-Exempt

Job specifications are intended to present a descriptive list of the range of duties performed by employees in the class. This job specification should not be construed to imply that these requirements are the exclusive standards of the position. Incumbents will follow any other instructions, and perform any other related duties, as may be required by their supervisor.

DEFINITION

Semi-skilled equipment operator who operates light construction and maintenance equipment in a variety of maintenance activities including loading, hauling and related operations; and to perform semi-skilled maintenance tasks.

DISTINGUISHING CHARACTERISTICS

This is the entry level class in the Equipment Operator series. This class is distinguished from the Equipment Operator II by the performance of the more routine tasks and duties assigned to positions within the series. Since this class is typically used as a training class, employees may have limited or no directly related work experience.

SUPERVISION RECEIVED AND EXERCISED

Receives general supervision from supervisory staff.

Exercises no supervision.

EXAMPLES OF SPECIFIC RESPONSIBILITIES AND DUTIES

Responsibilities and duties may include but are not limited to the following:

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Essential duties and responsibilities

1. Operate light construction and maintenance equipment such as dump trucks, water trucks, dozers, backhoes, loaders, motor graders, mixers and various other light equipment for a variety of maintenance and construction operations.
2. Perform additional construction and maintenance tasks such as driving trucks, repairing potholes, shoulder and edge-work paving, trimming trees and brush, packing and watering roads and a variety of minor maintenance activities for the county Road and Bridge Department.
3. Pick up and deliver equipment to and from construction sites.
4. Install street barricades and cones prior to the performance of street repair activities; direct and control traffic around work sites.
5. Perform preventive maintenance on equipment as required.

Other important duties and responsibilities

1. Inspect equipment for proper functioning and safety. If found during the inspection, make any necessary repairs to vehicles and equipment as needed, within your abilities and within a timely manner.
2. May perform a variety of electrical work.
3. May build and install road signs, fences and barricades.
4. May assist other departmental staff as required.
5. May operate various light equipment including boom axes, bat wings, brush hogs, fork-lifts, motor graders, chain saws and grid rollers.
6. May cut trees: pick up debris, herbage and dead animals; bury or remove dead animals as deemed necessary.
7. May assist with the construction of county bridges.
8. May clean, inspect and repair culverts as necessary.
9. Perform other duties as assigned.

Qualifications

Knowledge of:

Operation and maintenance requirements of power-driven equipment.

Road construction and maintenance techniques.

A variety of materials used in road construction and maintenance.

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Practices, methods and materials used in general construction and maintenance work.

Traffic laws, ordinances and rules involved in light equipment operations.

Occupational hazards and standard safety practices.

Ability to:

Work for short periods of time wearing a respirator.

Operate a variety of light power-driven equipment.

Perform a variety of semi-skilled construction and maintenance tasks.

Perform a variety of manual tasks for extended periods of time and in unfavorable weather conditions.

Perform heavy manual labor.

Work independently in the absence of supervision.

Learn, understand and apply pertinent laws, rules and regulations.

Understand and follow oral and written instructions.

Communicate clearly and concisely, both orally and in writing.

Establish and maintain effective working relationships with those contracted in the course of work.

Maintain effective audio-visual discrimination and perception needed for:

- making observations
- operating assigned equipment
- communicating with others

Effectively handle a work environment and conditions which involve:

- working in high places
- working closely with others

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- exposure to various weather conditions
 - exposure to noise
 - traveling from site to site
 - working in and near water including creeks and ditches
 - exposure to dust and dirt

Effectively deal with personal danger which may include exposure to:

- fumes and smoke
- electrical hazards
- confined or high workplaces
- slippery and uneven surfaces
- extremely loud noises
- hazards associated with traffic control and working in and near traffic
- inclement weather

Maintain physical condition appropriate to the performance of assigned duties and responsibilities which may include the following:

- walking or standing for extended periods of time
- lifting and carrying heavy materials
- climbing during assigned activities
- performing heavy manual labor
- operating assigned equipment and vehicles

Maintain mental capacity which permits:

- making sound decisions
- interpreting blueprints, plans and specifications
- effective interaction and communication with others

Experience and Training Guidelines

Any combination of experience and training that would likely provide the required knowledge and abilities qualifies. A typical way to obtain knowledge and abilities would be:

Experience:

Some knowledge and experience in performing maintenance work involving the operation of light construction and maintenance equipment.

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Training:

All employees are required to attend and complete all assigned training programs as directed by their supervisor or deemed necessary for their role. Failure to complete required training may result in disciplinary action.

Licenses or Certificates:

Possession of a valid driver's license.

Possession of, or ability to obtain, an appropriate, valid commercial driver's license, if deemed necessary.

Possession of, or ability to obtain, a Pesticide Applicator License (Noncommercial-Political Subdivision) issued by the Texas Department of Agriculture.

WORKING CONDITIONS

Environmental and Physical Conditions:

Work is performed primarily outdoors in all kinds of weather. Heavy lifting and manual dexterity are required. Normal hearing range when operating heavy equipment to hear changes in motor sounds. Hearing must be good enough to hear a car horn at a distance and hear a train whistle within one-quarter of a mile.

This position is subject to random and/or reasonable suspicion and/or post-accident testing for drugs and alcohol.