



## **City of Phoenix**

### **BACKHOE/LOADER OPERATOR**

#### **JOB CODE 72040**

Effective Date: Rev. 09/06

#### **DISTINGUISHING FEATURES OF THE CLASS:**

The fundamental reason this classification exists is to operate specialized medium construction equipment in a safe and efficient manner. The work requires considerable skill in manipulating equipment and constant attention to safety of operation in order to prevent accidents. Assignments are outlined by supervisors and standard procedures are followed in the performance of duties. Work is inspected periodically for safety and economy in operation. A higher degree of skill is required to operate the equipment, and a greater degree of consequence of errors in the form of damage to more expensive equipment distinguish this class from Equipment Operator II. The equipment operated distinguishes this class from Equipment Operator III. Some positions serve as lead workers over other employees.

#### **ESSENTIAL FUNCTIONS:**

- Safely and skillfully operates a backhoe, front-end loader ranging from 3/4 cubic yards to 4 cubic yards, termite, or other related construction equipment.
- Serves as a crew leader by directing the work of a small number of workers.
- Maintains equipment in proper operating condition by performing simple preventive maintenance and repair tasks such as making simple adjustments, replacing minor parts, and lubricating equipment.
- Works with a maintenance crew or as a laborer when not operating equipment.
- Trains others on the proper operation of a backhoe.
- Assesses visually digging areas to ensure that areas have been blue staked prior to digging.
- Blue stakes work areas prior to digging.
- Demonstrates continuous effort to improve operations, decrease turnaround times, streamline work processes, and work cooperatively and jointly to provide quality seamless customer service.

#### **Required Knowledge, Skills and Abilities:**

Knowledge of:

- Traffic laws, ordinances, and rules involved in equipment operation.



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- Hazards and applicable safety rules and precautions for heavy equipment operation.

Skill in:

- The operation of assigned equipment.

Ability to:

- Understand and comply with simple written and oral instructions given in the English language.
- Work cooperatively with other City employees and the public.
- Work safely without presenting a direct threat to self or others.
- Work under hazardous conditions where physical danger exists due to mechanical equipment.
- Detect necessary equipment repairs by (visually and/or aurally) perceiving malfunctions.
- Communicate orally with customers, clients or the public in face-to-face one-on-one settings.
- Observe or monitor objects to determine compliance with prescribed operating or safety standards.
- Comprehend and make inferences from written materials such as equipment operations manuals.
- Make fine, highly controlled muscular movements to adjust the position of a control mechanism.
- Move heavy objects (50 pounds or more) long distances (more than 20 feet).
- Work in a variety of weather conditions with exposure to the elements.

### **Additional Requirements:**

- Some positions will require the performance of other essential and marginal functions depending upon work location, assignment, or shift.
- This classification requires the use of personal or City vehicles on City business. Individuals must be physically capable of operating the vehicles safely, possess a valid driver's license and have an acceptable driving record. In addition, individuals are required to pass an Arizona Department of Transportation physical exam and possess the appropriate commercial driver's license (CDL). Pre-employment drug testing is required, and employees will be subject to unannounced alcohol and drug testing as a condition of continued employment. Use of a personal vehicle for City business will be prohibited if the employee does not have personal insurance coverage.



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### **ACCEPTABLE EXPERIENCE AND TRAINING:**

(1) Completion of a departmental training course (certified by Personnel) for the equipment being tested; OR (2) be qualified for "out-of-class" pay as a Backhoe/Loader Operator; OR, (3) log 120 hours on equipment being tested for; OR (4) have a minimum of two years of experience operating commercial equipment over two tons, six months of which must be operating the same or related type of equipment performed by a Backhoe/Loader Operator. Other combinations of experience and education that meet the minimum requirements may be substituted.