

**STATE OF WISCONSIN
CLASSIFICATION SPECIFICATION
HEAVY EQUIPMENT OPERATOR**

I. INTRODUCTION

A. Purpose of This Classification Specification

This classification specification is the basic authority under ER 2.04, Wis. Adm. Code, for making classification decisions relative to present and future heavy equipment operator positions. This classification specification will not specifically identify every eventuality or combination of duties and responsibilities of positions that currently exist, or those that result from changing program emphasis in the future; rather, it is designed to serve as a framework for classification decision making in this occupational area.

Classification decisions must be based on the “best fit” of the duties within the existing classification structure. The “best fit” is determined by the majority (i.e., more than 50%) of the work assigned to and performed by the position when compared to the class concepts and definition of this specification or through other methods of position analysis. Position analysis defines the nature and character of the work through the use of any or all of the following: definition statements; listing of areas of specialization; representative examples of work performed; allocation patterns of representative positions; job evaluation guide charts, standards or factors; statements of inclusion and exclusion; licensure or certification requirements; and other such information necessary to facilitate the assignment of positions to the appropriate classification.

B. Inclusions

This classification encompasses positions which perform duties requiring the use of a variety of specialized and/or heavy equipment (dozers, crawlers, end loaders) on construction or rehabilitation projects.

C. Exclusions

Excluded from this classification are the following types of positions:

1. Positions which, for a majority of the time, perform duties which are more appropriately classified as Facilities Maintenance Specialists due to lighter nature of equipment operated such as lawn mowers, chainsaws, brush chippers, and stump cutters.
2. Technical positions which for the majority of the time perform fisheries management, fish propagation, forestry, wildlife or research duties and are more appropriately identified within a DNR program specific technician series.
3. Positions which meet the statutory definition of supervisor and/or management as defined in Wis. Stats. 111.81(19) and (13) as administered and interpreted by the Wisconsin Employment Relations Commission.

4. Positions which, for a majority of the time, perform duties which are more appropriately classified as Motor Vehicle Operator - Heavy due to their responsibilities related to the operation of large motor vehicles and/or trucks.
 5. All other positions that are more appropriately identified by other classification specifications.
- D. Entrance Into This Classification

Employees enter this classification by competitive examination.

II. DEFINITION

HEAVY EQUIPMENT OPERATOR

This is responsible level operation of heavy equipment. Positions operate heavy equipment for a majority of the time for the purpose of developing and rehabilitating complex habitat projects, various construction, maintenance and/or repair projects using established practices for following established grades and elevations, layering different types of fill for insuring proper compaction/density of materials, operation of equipment around structures, workers, and underground utilities, and working around these obstacles. Work is performed under general supervision.

Types of equipment used may include, but are not limited to cranes, graders, bulldozers, backhoes, end loaders, dump trucks, rollers, semi-trucks, fork lifts, skid steer, snow plow, and road sanders.

Representative Positions:

Department of Natural Resources Heavy Equipment Operator - At a designated field site, operate specialized equipment (dredge, dragline, backhoe, excavator, crawler, dozer, end loader, semi-tractor/trailer, etc.) in the development and maintenance of complex habitat projects; perform daily service and safety inspections; operate and maintain power and hand tools; direct activities of assigned permanent/temporary staff; assist in evaluating projects; perform related resource management work.

Department of Natural Resources Heavy Equipment Field Foreman - Under general guidance of the Operations Supervisor, work with resource managers in inspecting and reviewing project sites to estimate material, equipment, and manpower; develop work schedules; prepare purchase requisitions; implement projects and provide close cooperation with the resource manager; monitor projects to assure safety; and maintain records. Direct or perform operation, transportation and maintenance on all equipment assigned to the unit. Participate in other department functions as assigned.

DMA Representative Position - Positions found at the Department of Military Affairs, specifically at Volk Field Combat Readiness Training Center, Camp Douglas, that operate of a large variety of heavy equipment to accomplish various construction, maintenance and/or repair projects. Positions train visiting military units' personnel in the safe operation of heavy equipment.

Duties include: the maintenance and repair of roads, paved and unpaved, using dozers, graders, backhoes, front-end loaders, dump trucks, and roller type compactors; the operation of backhoes, dozers, end-loader, and skid-steers for trenching and excavating for underground utilities to include water lines, sewer lines, electrical, fiber optic cable, and phone lines; the operation of the above mention equipment to perform minor construction and landscaping; and the operation of heavy duty snow blowers, snow plows, graders,

large snow brooms, De-Icer spray trailers, and front end loaders for the maintenance of aircraft runways, taxi-ways, and parking ramps.

III. QUALIFICATIONS

The qualifications required for these positions will be determined at the time of recruitment. Such determinations will be made based on an analysis of the goals and worker activities performed, and by an identification of the education, training, work, or other life experience which would provide reasonable assurance that the knowledge and skills required upon appointment have been acquired.

IV. ADMINISTRATIVE INFORMATION

This classification was created effective June 25, 2006 as a result of the abolishment of the Natural Resources Equipment Operator and the Facilities Repair and Maintenance Survey as announced in Bulletin OSER-0107-MRS/SC. This classification modification allows positions in agencies other than the Department of Natural Resources with the same type of responsibilities to be included in this classification.

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