Rural Rds Operator
MORRIS-TURNBERRY
POSITION PROFILE

Position Title RURAL ROADS OPERATOR
Department PUBLIC WORKS
Report to Title Director of Public Works

This job description last updated on ............ April 9, 2017 ..................................

Position status: Full time employee
Pay method: Hourly
2017 pay range: $19.43 to $24.29
Normal workweek: 40 hours to a maximum of 60 hours
Overtime 40 to 44.0 hours in a week: paid at straight time
Overtime greater than 44.0 hours in a week: paid at time & half, weekends, statutory holidays
Pager pay @ $40.00 per day for weekends and Statutory holidays and $27.00 per day for week days -if required.

A – POSITION DESCRIPTION
1. Scope of Position:

The Rural Roads Operator is responsible for performing a variety of public works tasks in the Municipality of Morris-Turnberry using a variety of equipment in a safe and efficient manner.

The Rural Roads Operator reports to the Director of Public Works and or Foreman. Agree __________

2. Key Responsibilities

(a) To construct, repair and maintain, usually using equipment, the municipal roads (gravel and hard top), sidewalks, parking lots, traffic signs, bridges, culverts, drains, street lights, storm and sewer systems, repairs to water distribution systems (as applicable) and other designated municipal infrastructure in the Municipality of Morris-Turnberry as directed by the Director of Public Works or Foreman.

(b) To locate problems to any municipal infrastructure in the Municipality of Morris-Turnberry and make repairs promptly in order to avoid potential safety hazards and public complaints. If the required repair is major, the Rural Roads Operator makes a recommendation to the Director of Public Works or Lead Hand.

(c) To discuss with the Director of Public Works plans, priorities, work schedules,
Rural Rds Operator

(d) To adhere to the security system for all the public works assets of the Municipality of Morris-Turnberry

(e) To perform winter maintenance activities in accordance with the Morris-Turnberry policies and procedures as approved by Council including snowplowing, sanding and salting, and patrolling, as directed by the Director of Public Works and or Foreman.

(f) To perform unskilled, repetitive and physically demanding work as directed by the Director of Public Works and or Foreman.

(g) To operate safely and efficiently a road grader and other heavy equipment, other vehicles, power tools and hand tools as appropriate for the public works task at hand.

(h) To maintain all vehicles and equipment according to the schedule developed by the Director of Public Works and or Foreman.

(i) To perform parks maintenance including trimming trees as required.

(j) To maintain a log of daily activities as directed by the Director of Public Works and or Foreman.

(k) To maintain the painted line markings on Morris-Turnberry Roads.

(l) To work in a safe and sensible manner in accordance with Municipal health and safety procedures (outlined in personnel manual) as directed by the Municipal Safety Officer and supported by the Public Works Coordinator. (At the present time there is no Municipal Health and Safety Committee set up).

(m) To promptly inform the Director of Public Works and or Foreman of any inquiries or feedback from the public or others. The Director of Public Works is responsible for the response. To deal with the public professionally and tactfully at all times.

(n) To participate in an on call program on a rotating basis with other qualified staff, in order to respond to Public Works emergencies after hours and on weekends.

(o) To perform other duties as may be assigned by the Director of Public Works and or Foreman.

Human Resources

(p) It is most important that every Rural Road Operator is a team player.

Material & Information Resources

(q) The Rural Roads Operator performs the following duties:
   (i) communicating road information to the Director of Public Works and or Foreman.
3. Key Relationships

**Internal**

*Director of Public Works and or Foreman*: regular interaction re operations of the Municipality of Morris-Turnberry public works

*Other road crew*: daily interaction re assignments for the Municipality of Morris-Turnberry public works

**External**

*Public*: daily contact

*Municipal Contractors & other professionals*: as appropriate

4. Decision Making (includes Judgement & Problem Solving)

- The Rural Roads Operator works under the direct supervision of the Director of Public Works or Foreman.
- The Rural Roads Operator consults the Director of Public Works or foreman concerning most aspects of assigned duties.
- The Rural Roads Operator is encouraged to make recommendations to the Director of Public Works for improving the efficiency and effectiveness of their duties.
- The Rural Roads Operator makes recommendations to the Director of Public Works re the long term planning of the Municipality of Morris-Turnberry public works projects.
- This position would not normally be involved in the development of policy or procedures unless requested to do so by the Public Works Coordinator.

- Judgement is required:
  - to complete the task once assigned to designated quality level
Rural Rds Operator
- to report operational issues to the Public Works Coordinator
- to deal with members of the public

Agree__________

5. **Problem Solving Responsibility**
Most of the duties performed by the Rural Roads Operator are in accordance with established policies and procedures under the supervision of the Director of Public Works or Foreman. Normally the problems to be solved are predictable and require no research beyond established policies and procedures.

Agree__________

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**B – POSITION SPECIFICATIONS**

The formal education, training, work experience and other key skills of an individual must be evaluated simultaneously.

1. **Formal Education and Training**
   
   Minimum required:
   - Secondary School Diploma *(This requirement is for the new employee)*
   - D-Z licence
   - Willingness to obtain CPR, First Aid, WHMIS, Surface Miner & Chain Saw and the required certificates as per policies and procedures.
   - Acceptable Driver’s Abstract

   Preferred:
   - Enrollment in Ontario Good Roads Certificate three year program *desirable*
   - Heavy machinery course desirable.

   Agree__________

2. **Work Experience**

<table>
<thead>
<tr>
<th>Minimum Years Preferred</th>
<th>Experience driving a grader, tandem truck or larger or other large equipment</th>
<th>Five</th>
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<tbody>
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<td></td>
<td>Experience in a municipality</td>
<td>Three</td>
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Agree__________
Rural Rds Operator

3. Communication & Interpersonal Skills (includes Written & Oral)

- Ability to express themselves concisely and precisely orally.
- Ability to present information clearly to the Director of Public Works or Foreman (as required).
- Ability to express themselves concisely and precisely in writing in order to maintain a daily log of their work activities.
- Ability to project a professional appearance and image to the public, at all times.

Agree ------------

4. Motor Skills

- Manual motor skills are required to operate a road grader, tandem truck or larger and other heavy equipment, other vehicles, power tools and hand tools.

Agree ------------

5. Other Key Skills

- Good interpersonal skills.
- Good communication skills.
- Ability to operate a road grader and other heavy equipment, other vehicles, power tools and hand tools.
- In depth knowledge of equipment & vehicle maintenance techniques.
- Adequate knowledge of the local public works by-laws, standards and levels of service.
- Adequate knowledge of the MTO standards, specifications & regulations.
- Adequate knowledge of construction practices.
- Excellent physical condition. Ability to handle physical demands of operating heavy machinery. Capable of lifting 25 kg.
- Other licenses required to operate the Municipal equipment and vehicles.

Agree__________

C - POSITION CHARACTERISTICS

1. Impact & Accountabilities

- The Rural Roads Operator is responsible for the safe, efficient and effective operation of expensive Municipal equipment.
- This position is responsible to assist with the maintenance of Municipal vehicles and equipment.
- This position has no budget responsibility.
Rural Rds Operator

- A person performing this position competently and proactively can eliminate public works hazards before they become serious and help promote a professional image of the public works department.
- A person performing this position must be cautious in relaying municipal information to the public. Discretion must be used to concur with the Rules of conduct in the Personnel Policy.

Agree ___

2. Supervisory Responsibility
   Minimal

   Agree ___

D – WORKING CONDITIONS

1. Physical Effort and Environment
   - At certain times, often due to inclement weather, the Rural Roads Operator may have to work in excess of their normal workweek in order to respond to public works needs and emergencies and tight deadlines.
   - The work is physically demanding and tiring.
   - The Rural Roads Operator will have to share on-call duties.
   - The physical working environment can be demanding while outside performing public works activities in inclement weather (blizzards, fog, ice etc.). Exposed to hazardous conditions such as in trenches and traffic. Exposed to fumes, odors, noise, toxic gases etc. There is a risk of injury.
   - Can be long days on the road with no facilities.

   Agree ___

2. Mental Effort
   The work is repetitive. There is a degree of mental strain. There are some duties more stressful than others e.g.: winter conditions and safety issues.

   Agree ___

I have reviewed the above job description and ticked off each section indicating my agreement. It is accurate and complete except as I have noted at ________________

Direct Supervisor ___________________________ Signature ___________________________

Date: ___________________________
Rural Rds Operator

I have reviewed the above job description and initialed each section indicating my agreement. It is accurate and complete except as I have noted at _________________________________.

Name Staff_____________________________Signature_____________________________

Date: ____________________