



Excavator Operator

Excavator Operator (Utility Worker 2)

Department: Secondary Roads

FLSA: Non-Exempt

Date: July 13, 2026

Position Summary

The Excavator Operator is responsible for the skilled and safe operation of various heavy equipment to construct, maintain, and repair Tama County's secondary road system. The operator is also responsible for equipment upkeep, digital reporting, and public interaction. Knows the county's customer service principles, the county's mission, strategic plan, values, and demonstrates a commitment to customer satisfaction and quality of work performed.

Essential Functions

- Installs and replaces culverts; excavates and shapes ditches and foreslopes for erosion control and stormwater management.
- Operates excavators, motor graders, dozers, dump trucks, snowplows, rollers, backhoes, and other heavy equipment to maintain and repair county roads.
- Performs snow and ice removal using appropriate attachments including wings, V-plows, and salt/sand spreaders; evaluates snow traps and hazardous conditions.
- Grades gravel roads, maintains crown and drainage, and repairs surface issues like potholes, frost boils, and washboards.
- Clears brush, trees, and debris from roadways and right-of-way using chainsaws, pole saws, and herbicides; safely operates mowing equipment.
- Performs daily and scheduled maintenance on equipment including oil changes, filter replacements, inspections, and hydraulic or electrical repairs.
- Utilizes phones and digital tools for timekeeping, Iowa One Call, work tracking, fuel logs, and safety documentation.
- Transports heavy equipment between job sites and properly secures loads for transit; inspects trailers and equipment for safety and functionality.
- Installs, removes, and maintains road signs, traffic control devices, and safety barriers; flags and directs traffic through construction zones.
- Performs basic maintenance and repair to bridges; reset loose spikes/nails, deck and guard rail repairs.
- Responds professionally to public inquiries and complaints, ensuring safe work zones and timely, courteous communication.
- Knows the products and services they personally produce.
- Reports any emergency, safety hazards or maintenance work needed to the foreman.
- Performs all other duties as assigned.

Minimum Qualifications



- High School Diploma or equivalent preferred.
- Three (3) years of experience in the operation of heavy equipment, or two (2) years of experience working as a truck driver for the County.
- Two (2) years of experience plowing snow with truck using adjustable plow.

Knowledge, Skills, and Abilities

- Extensive Knowledge of heavy equipment operation, roadway construction practices, and maintenance procedures.
- Ability to perform equipment diagnostics, minor mechanical repairs, and routine service according to hour-based schedules.
- Familiarity with erosion control, stormwater drainage, culvert installation, and traffic safety standards.
- Strong Communication skills, ability to work independently and in teams, and to maintain professional interaction with the public in adverse situations.
- Competency in use of digital tools and systems.
- Ability to work unsupervised; maintain workflow and task completion.

Special Necessary Requirements

- Required to demonstrate skill in the above-mentioned requirements and functions to the satisfaction of the Road Foreman and County Engineer during the probationary period.
- Must pass a DOT physical examination which includes a drug test after offer of employment, with random testing as determined by the county.
- Regular work attendance required.
- Must remain awake and aware of surroundings at all times.
- Must possess a valid State of Iowa Class A Commercial Drivers License (CDL) with no air brake, manual transmission or tractor-trailer restrictions.

This description describes the general nature and level of work being performed by individuals assigned to this position. It is not intended to be an exhaustive list of all responsibilities, duties, and skills required. This description is subject to modification as the needs and requirements of the job change, and in compliance with applicable laws and regulations.

