Human Resources
505.468.1500
415 Silver, 5th Floor
Albuquerque, New Mexico 87102
HR@bernco.gov
www.bernco.gov

Heavy Equipment Operator II

JOB CODE	JOB FAMILY	PROFILE
JCV419	**Trades, Crafts and Other Skilled Work**	**Heavy Equipment Operator II**
PAY TYPE	**PAY RANGE**	**REVISION DATE**
Hourly	**$21.15 - $30.13**	**August 19, 2026**

The Heavy Equipment Operator II, under the direction of a Public Works Maintenance Supervisor, operates and maintains light to heavy equipment to perform public works projects, road maintenance, and construction activities. Performs duties and responsibilities in accordance with safety standards in accordance with applicable laws, policies, and procedures. Trains and leads lower level Heavy Equipment Operator staff.

Job Description

DUTIES AND RESPONSIBILITIES

- Operates vehicles under adverse weather conditions and works on a schedule other than the normal work hours of 8:00 a.m. to 5:00 p.m. as scheduled and/or required.
- Performs lower-level staff duties as necessary and/or required.
- Functional use of the mobile access management work order system for assignments and entries of related system tasks.
- Trains, leads, and performs in the areas of: safety inspections and operate on and off-road vehicles and equipment in accordance with safety standards which includes but is not limited to: the safe operational status of equipment; testing of tire conditions and air pressure; brakes; mechanical and engine fluids; water; brake lights; headlights; and other related systems and equipment.
- Trains and leads staff on asphalt laydown standards and in the effective operation of the asphalt laydown motorized vehicle. Operates the asphalt laydown vehicle in asphalt laydown production and other associated

duties which includes but is not limited to: directing paving team(s) and establishing rolling pattern; and surveys levels for setting elevation shakers.

- Trains, leads, and performs in the areas of: operate light to very heavy motorized equipment which includes but is not limited to: bulldozers, motor graders, backhoes, trench diggers, lifts, bucket trucks, scrapers, snow plow truck, belly dump, salt spreader truck, asphalt distributer and loader, rotary broom, tandem water and dump truck, bobtail truck, sweeper, tractor weed mower, flatbed truck rubber tire roller, steel wheel roller, passenger bus.
- Trains, leads, and performs in the following functions: operate vehicles for such the purpose of: towing, backing, and transport of other vehicles and equipment; grading sand, aggregate, and other road building material for street paving; setting, reading, and conforming to line and grade stakes through the use of level and long tape measures; pumping and draining water; maintenance of rights-of-way and unpaved road and parking surfaces; and cutting of weeds and grass along county roads.
- Trains, leads, and performs in the areas of: labor intensive duties which includes but is not limited to: using hand and power tools to break, mix, and place concrete and asphalt; the construction of stable forms and molds for such: installation of pipe sections, valves and fittings; lifting and loading of materials and equipment; cutting and clearing trees, brush and debris such as trash.
- Trains, leads, and performs in the areas of: operate pumps, hydrants, hoses and other auxiliary equipment as needed or required.
- Attends department meetings and complete paperwork as needed in the performance of job responsibilities.
- Conducts meetings in the absence of supervisor as required.
- Performs other related duties as assigned.
- ***The above information is intended to outline the general nature and scope of the duties required for this position. It is not an exhaustive list and may vary depending on specific job assignments and responsibilities.***

MINIMUM QUALIFICATIONS

- High School Diploma or GED.
- Five (5) years of general road construction experience including the operation of various types of heavy equipment including the hands-on operation of motor graders.
- One (1) year work experience as a work crew lead.
- Must have demonstrated experience in the operation of an asphalt laydown vehicle.
- Must possess journey level knowledge and skills to operate heavy equipment on even or uneven terrain.
- Ability to calculate estimated geometry, volumes for ordering raw building materials and understating asphalt rolling patterns and concrete forming integrity and soundness.
- Demonstrated experience with leading work crews in an effective manner.
- Demonstrated work experience in snow and ice removal using a motor grader.

- Demonstrated work experience in concrete forming, casting and finishing.
- Demonstrated work experience as a crew lead in all aspects of asphalt laydown, from distributor truck operations to laydown machine operation.
- Demonstrated work experience in entering and closing work order on a mobile data devise.
- Demonstrated proficiency in training lower-level staff as a Heavy Equipment Operator.

Any equivalent combination of related education and/or experience may be considered for the above requirements.

SUPPLEMENTAL INFORMATION

SCREENING AND COMPLIANCE

The offer of this Bernalillo County position requires compliance with the following:

- Successful completion of a post-offer employment medical examination and background investigation.
- Adherence to all County safety guidelines.
- Complete all FEMA training(s) assigned to this position.
- Complete required supervisor training, if applicable.
- Employee must possess and maintain a valid and current Class A, New Mexico Commercial Driver's License while employed in this position.
- Must possess a valid and current passenger bus, tanker, and doubles-triples endorsement.
- Must successfully complete and obtain a wild land fire training certificate from an approved fire department within nine (9) months from date of hire.
- Must possess an American Concrete Institute, (ACI) testing procedures certificate, TTCP Concrete certification, or demonstrate field experience with forming and pouring concrete.
- Must possess current and valid Federal Emergency Management Agency, FEMA – IMS 100 and IMS 700 certificates.
- Must have Traffic Control Technician certification within nine (9) months from date of hire.
- Demonstrated proficiency in snow and ice removal using a plow truck or motor grader as verified by in-field time and quality trials conducted by designated and approved supervisor.
- Demonstrated proficiency in concrete forming, casting and finishing as verified by in-field time and quality trials conducted by designated and approved supervisor.
- Demonstrated proficiency in asphalt laydown operations as verified by in-field time and quality trials conducted by designated and approved supervisor.
- Demonstrated proficiency in entering and closing work orders on a mobile data device as verified by in-field time and quality trials by designated and approved supervisor.

- Internal applicants must meet pre-requisites for attendance and performance on pre-qualifications worksheet.

WORKING CONDITIONS

- Performs work both indoors and outdoors. Most vehicle cabs are enclosed and may or may not have heating and air conditioning units.
- Worker is exposed to snow, wind, possible lightning, and extreme cold and heat.
- Work in extreme weather conditions is required.
- Worker is exposed to intermittent noise and vibration factors.
- Worker is exposed to exhaust fumes, dust, and mists.
- Work is conducted primarily during daylight hours.
- Work is performed on even or uneven terrain, while operating equipment and performing general labor work. Surfaces may be wet or dry, muddy, paved or dirt roads. Grease or oil may be found on working surfaces. Work may be performed on inclines.
- Work hazards include gas/electrical lines, vehicle traffic, and exposure of skin to gases and fumes.

EQUIPMENT, TOOLS, AND MATERIALS

- Utilizes the vehicles described in the Essential Duties section.
- Utilizes the following hand operated tools: shovel, rake, axe, pick, pitchfork, chain saw, digging bars, handheld weed trimmer, sledgehammer, hand tools (e.g. hammer, screwdriver, wrenches), tamper, jackhammer, auger, and cutting torch.
- Petroleum products, tire chains, construction signs, chemicals, paint, water, weeds, salt, sand, and canvas.
- Eye goggles, dust masks, earplugs, gloves, rubber boots, reflecting vests, cones, and flags are used as safety precautions.

NOTE

- You are not required to disclose information about physical or mental limitations that you believe will not interfere with your ability to do the job. On the other hand, if you want the employer to consider special arrangements to accommodate physical or mental impairment, you may identify that impairment in the space provided and suggest the kind of accommodation that you believe would be appropriate.

MENTAL FUNCTIONS

- Must be able to ask questions, listen to and follow verbal directions in English.
- Must be knowledgeable of all traffic laws and regulations.
- Must be able to communicate verbally with co-workers.

- Must be able to read accurately all gauges on equipment and make correct judgments in the operation of equipment.
- Must be able to accurately estimate distances in order to maintain safety while operating equipment.

PHYSICAL FUNCTIONS

- Must be able to lift up to 100 pounds occasionally (i.e. up to one-third of workday), from ground to waist level. Ability to lift up to 50 lbs. frequently to constantly (i.e., from one-third up to entire workday), from ground to shoulder level.
- Ability to sit up to four (4) hours at one time, and up to seven and one-half (7.5) hours total per day.
- Ability to stand and/or walk up to four (4) hours at one time, and up to eight (8) hours total per day.
- Ability to climb in and out of equipment cabs at least six (6) times daily at an estimated height of 6 to 7 feet.
- Ability to crouch, kneel, and remain in a prone position for up to 30 minutes at one time.
- Ability to bend at waist and twist/rotate waist if necessary for up to one-third of workday.
- Ability to work with arms extended and bent for up to four (4) hours at one time, and seven and one-half (7.5) hours total per day.
- Ability to push/pull with arms with a force of up to 50 plus lbs. while performing labor work.
- Ability to use hands and wrists to screw/unscrew oil caps and filters as part of a maintenance routine.
- Ability to maintain balance while climbing in and out of equipment cabs.
- Ability to push with legs up to 40 lbs. of force to operate foot controls for up to four (4) hours at one time, and seven and one-half (7.5) hours total per day. Ability to twist/rotate legs in operating foot controls.
- Ability to use hands and fingers to grasp/manipulate levers and steering wheel in a bilaterally coordinated manner.
- Ability to coordinate use of hands and eyes in operation of equipment.

Additional Description

This job profile is classified as **safety-sensitive**. Employees with safety-sensitive job profiles are subject to pre-employment, reasonable suspicion, post-accident, return-to-duty, and random drug & alcohol testing in accordance with the organization’s Drug and Alcohol Testing Policy.

Duties that require a Commercial Driver’s License (CDL), firearm(s) use, or are otherwise regulated under the Federal Aviation Administration (FAA), Federal Motor Carrier Safety Administration (FMCSA), or the Omnibus Transportation Employee Testing Act, are subject to all applicable federal drug and alcohol testing requirements. Employees in these federally regulated positions must comply with all DOT testing procedures, including enrollment in a DOT-compliant random testing pool.