

# APPANOOSE COUNTY SECONDARY ROAD DEPT.

## Job Description

**JOB TITLE:** Motor Grader Operator

**Exempt: (Y/N):** No

**FULL-TIME**

**SALARY LEVEL:** \$27.36

**OVERTIME REQUIRED:** YES

**DIVISION:** SECONDARY ROADS

**LOCATION:** As directed

**DEPARTMENT:** MAINTENANCE

**SUPERVISOR:** Maintenance Superintendent

**APPROVED BY:** Brad Skinner

**DATE:** 03/23/2026

**SUMMARY:** Maintains highways, municipal and rural roads, and rights-of-way in safe condition by performing the following duties. Operates Motor Grader equipped with concave blade attached to gouge out, level, and distribute Granular Surface Material, snow, ice, and earth on roadways and right-of-way by performing the following duties:

ESSENTIAL DUTIES AND RESPONSIBILITIES include the following. Other duties may be assigned.

The employee in this position must live within a driving distance of 30 minutes from the Centerville Shop or agree to move within 30 minutes driving time from the shed as measured by the Engineer within six (6) months from the date of successful completion of the probation period. This requirement provides for adequate emergency response time for snow plowing and other emergency situations.

Fastens attachments to motor grader with clevis or wedge pin hitches.

Connects hydraulic hoses, belts, mechanical linkage to motor grader to provide power to raise, lower, or tilt attachment.

Moves levers to control moldboard, and attachments. Levers take minimum of 5.5 lbs pressure to move moldboard up or down (no load).

Feels lever and listens for stalling action of engine to estimate depth of cut.

Drives motor grader in successive passes over terrain to raise or lower roadway to a smooth grade.

Greases, oils, services and performs minor repairs on motor grader. Change blades on an average of six (6) times per year. One blade will weigh as much as 130 lbs.

Drives snow removal equipment, equipped with adjustable snowplow or blower unit. During winter months may have to install, remove, and store tire chains weighting as much as 230 lbs

Drives tractor with mower attachment to cut grass and brush along rural highways and rural roads.

NON ESSENTIAL DUTIES AND RESPONSIBILITIES include the following. Other duties may be assigned.

Dumps, spreads, and tamps asphalt or concrete to patch broken or eroded pavement.

Erects and repairs guardrails, highway markers, and snow fences.

Works in the repair of roadway and structures with various construction materials such as but not limited to: concrete, asphalt, treated lumber, steel (galvanized/common), and plastic.

**MACHINES, TOOLS, EQUIPMENT, & WORK AIDS USED (but not limited to):** Motor Grader, tractor mower, dump truck, shovel, chain saw, tire chains, large knife, sledge hammer, wrench (hand & power), grease gun.

**QUALIFICATION REQUIREMENTS:** To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed below are representative of the knowledge, skill, and/or ability required. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

**EDUCATION and/or EXPERIENCE:**

High school diploma or general education degree (GED); or one to three years related heavy-equipment experience and/or training; or equivalent combination of education and experience.

**LANGUAGE SKILLS:**

Ability to read and interpret documents such as safety rules, operating and maintenance instructions, and procedure manuals. Ability to write routine reports and correspondence. Ability to speak effectively to the general public and employees of the organization. Ability to read maps.

**MATHEMATICAL SKILLS:**

Ability to add, subtract, multiply, and divide in all units of measure, using whole numbers, common fractions, and decimals. Ability to compute rate, ratio, and percent and to draw and interpret bar graphs.

**REASONING ABILITY:**

Ability to apply commonsense understanding to carry out instructions furnished in written, oral, or diagram form. Ability to deal with problems involving several concrete variables in standardized situations.

**CERTIFICATES, LICENSES, REGISTRATIONS:**

VALID IOWA DRIVERS LICENSE CLASS "A" W/ AIR BRAKE ENDORSEMENT

**PHYSICAL DEMANDS:** The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

While performing the duties of this job, the employee is regularly required to use hands to finger, handle, or feel objects, tools, or controls; reach with hands and arms; talk or hear; and taste or smell. The employee frequently is required to stand and sit. The employee is occasionally required to walk; climb or balance; and stoop, kneel, crouch, or crawl.

Surface types: Concrete, earth, grass, granular, and metal.

Terrain types: Various (smooth to uneven)

Hand Controls: both hands

Foot Controls: both feet

The employee must regularly lift and/or move up to ten (10) pounds, frequently lift and/or move up to fifty (50) pounds, and occasionally lift and/or move more than one hundred (100) pounds. Specific vision abilities required by this job include close vision, distance vision, color vision (accommodation may be made), peripheral vision, depth perception, and the ability to adjust focus.

**WORK ENVIRONMENT:** The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

While performing the duties of this job, the employee is regularly exposed to fumes or airborne particles and vibration. The employee frequently works in outside weather conditions and is frequently exposed to toxic or caustic chemicals. The employee occasionally works near moving mechanical parts, works in high, precarious places and is occasionally exposed to wet and/or humid conditions

The noise level in the work environment is usually loud.

**COMMENTS:**

**PROTECTIVE CLOTHING AND PERSONAL DEVICES**

Earplugs, goggles or safety glasses, hard hat, gloves, compliant reflective clothing for use in highway rights-of-ways, safety shoes per County policy, welding protection, etc.

**MACHINES, TOOLS, EQUIPMENT, & WORK AIDS USED (but not limited to):** Motor Grader, tractor mower, dump truck, shovel, chain saw, tire chains, large knife, sledge hammer, wrench (hand & power), grease gun

**DEFINITION OF: PHYSICAL DEMANDS/WORKS ENVIRONMENT**

Regularly = 67%+

Frequently = 34% to 66%

Occasionally = 0% to 33%