

**The Town of Waynesville, NC**

**JOB DESCRIPTION**

*To perform this job successfully, an individual must be able to perform the essential job functions satisfactorily. Reasonable accommodations may be made to enable individuals with disabilities to perform the primary job functions herein described. Since every duty associated with this position may not be described herein, employees may be required to perform duties not specifically spelled out in the job description, but which may be reasonably considered to be incidental in the performing of their duties just as though they were actually written out in this job description.*

**From:** Human Resources Department

**RE:** Equipment Operator

**Date:** June 17, 2026

**Department:** Public Works: Operations Division – Streets Team

**Pay Scale:** \$40,482.39 - \$64,771.85\*  
\*(5% increase after successful probation)

**FLSA Status:** Non-Exempt

**Hours:** Monday – Friday; 7:00 a.m. – 4:00 p.m. (Must be able to work weekends, if necessary)

Operates heavy equipment for Streets Team in support of other public operations and projects, and to perform other work as assigned. This work is reviewed regularly by supervisor.

### **ESSENTIAL TASKS**

The tasks listed below are those that represent the majority of the time spent working in this class. Management may assign additional duties related to the type of work of the class as necessary.

Performs manual labor associated with the construction, maintenance, and repair of streets, sidewalks, drainage systems, rights-of-way, and other public infrastructure. Loads, unloads, and transports materials, tools, equipment, and supplies required for street maintenance, construction, and repair activities.

Performs asphalt maintenance and repair activities including pothole patching, pavement repairs, crack sealing, surface preparation, compaction, and related roadway maintenance operations.

Performs concrete construction and repair work including forming, pouring, finishing, repairing, and replacing sidewalks, curbs, gutters, ADA ramps, and other concrete infrastructure.

Assists with stormwater system maintenance including cleaning ditches, catch basins, culverts, pipes, inlets, and drainage structures; removes debris and obstructions to maintain proper drainage.

Performs maintenance work in support of other Public Works functions including utility repairs, road construction and repair, grading operations, vegetation management, mowing, brush removal, right-of-way maintenance, and emergency response activities. Operates a variety of vehicles and equipment including dump trucks, tractors, large mowing tractors with arm attachments, trailers, excavators, skid steers, front-end loaders, rollers, asphalt equipment, compactors, and other specialized construction and maintenance equipment.

Operates jackhammers, concrete saws, tampers, chainsaws, power tools, hand tools, and other equipment necessary to complete assigned work safely and efficiently. Assists with the setup, maintenance, and breakdown of Town-sponsored events, festivals, parades, and special events, including traffic control, barricade placement, signage installation, and logistical support.

Assists during emergency operations and weather-related events including snow and ice response, storm cleanup, flooding events, roadway hazards, and other emergency situations as directed.

Inspects equipment and vehicles to ensure proper and safe operating condition; performs pre-trip and post-trip inspections and reports defects, damage, or required maintenance to the supervisor.

Performs routine maintenance, cleaning, and care of assigned vehicles, equipment, tools, and work areas.

Performs all duties in accordance with applicable policies, procedures, laws, regulations, and established standards of quality, safety, and customer service.

Maintains accurate records of work performed, materials used, equipment operated, inspections completed, and other documentation as required.

**DATA INVOLVEMENT:**

Requires comparing or inspecting items against a standard.

**PEOPLE INVOLVEMENT:**

Requires speaking or signaling to people to convey or exchange information of a general nature.

**INVOLVEMENT WITH THINGS:**

Requires leading, operating or repairing complex machinery or equipment that requires extended training and experience, such as tractors, heavy mowers, trucks, etc. Involves operations of limited scope.

**REASONING REQUIREMENTS:**

Requires performing semi-routine work following procedures with occasional problems.

**MATHEMATICAL REQUIREMENTS:**

Requires using basic addition and subtraction, such as making change or measuring.

**LANGUAGE REQUIREMENTS:**

Requires reading simple sentences, instructions, or work orders; writing simple sentences and completing simple job forms; speaking simple sentences using basic grammar.

**MENTAL REQUIREMENTS:**

Requires doing clerical, manual, or technical tasks prescribed by standard practices, but which may require computation, the use of several procedures, and the use of independent judgments with obvious choices; requires normal attention for accurate results.

**VOCATIONAL/EDUCATIONAL PREPARATION:**

Requires high school diploma, GED equivalent or specialized vocational training.

**SPECIAL CERTIFICATIONS AND LICENSES:**

*Must possess a valid North Carolina commercial driver's license with appropriate endorsements.*

*Preferred Class A can be with restriction of fifth wheel plate.*

**EXPERIENCE REQUIREMENTS:**

Requires over three months and up to and including six months of experience in the operation of motorized vehicles.

**PHYSICAL AND DEXTERITY REQUIREMENTS:**

Requires heavy work that involves exerting between 50 and 75 pounds of force on a recurring basis and over 100 pounds of force on a frequent basis. Must be able to perform basic life operational functions of climbing, balancing, stooping, kneeling, crouching, crawling, reaching, standing, walking, pushing, pulling, lifting, fingering, grasping, feelings, and repetitive motion.

**ENVIRONMENTAL HAZARDS:**

The job may risk exposure to bright/dim light, dusts and pollen, extreme heat and/or cold, wet, or humid conditions, extreme noise levels, vibration, fumes and/or noxious odors, traffic, moving machinery, electrical shock, toxic/caustic chemicals, disease / pathogens.

**SENSORY REQUIREMENTS:**

The job requires normal visual acuity and field of vision, hearing and speaking abilities, and depth perception.

**JUDGMENTS AND DECISIONS:**

Responsible for guiding others, requiring a few decisions affecting a few co-workers; works in a stable environment with clear and uncomplicated written/oral instructions but with some variations from the routine.

**ADA COMPLIANCE:**

The Town of Waynesville is an Equal Opportunity Employer. ADA requires the Town to provide reasonable accommodations to qualified individuals with disabilities. Prospective and current employees are invited to discuss accommodations.

*The Town of Waynesville has the right to revise this job description at any time. This description does not represent in any way a contract of employment.*

Apply online: <https://www.surveymonkey.com/r/townofwaynesvilleapplication>

Or Scan the QR Code to apply online:



**Interested applicants may submit an application to:**

**Town of Waynesville,  
Brittany Angel, HR Coordinator  
Human Resources Department  
16 S. Main Street  
Waynesville, NC 28786**

**Or via email to [bangel@waynesvillenc.gov](mailto:bangel@waynesvillenc.gov)**