Equipment Operator III

Washington County offers a full compensation package that reflects how much we value our employees. Please take a look at what you can expect to earn during your first year as a full time Employee with Washington County Government:

- ✓ **Sixty (60) Paid Personal Hours**
- ✓ **Eighty (80) Paid Vacation Hours**
- ✓ **Fourteen (14) Paid Holidays**
- ✓ **One Hundred & Twenty (120) Paid Sick Hours**
- ✓ **County and Employee funded Healthcare including Health, Prescription, Dental and Vision Coverage**
- ✓ **County Paid Employee Assistance Plan**
- ✓ **County Paid Life Insurance**
- ✓ **County Paid Accidental Death and Dismemberment Insurance**
- ✓ **County Paid Short Term Disability Insurance**
- ✓ **County Paid Long Term Disability Insurance**
- ✓ **Up to $2,500.00 Annual Tuition Reimbursement Assistance**
- ✓ **County and Employee funded Defined Pension Plan**
  - **Vested in just five (5) years.**
  - **Credit for Prior Active Military Service and Unused Paid Sick Days.**
- ✓ **An annual salary of $57,075 starting…**

If our **Equipment Operator III** comprehensive compensation package interests you, please continue reading through our job posting to learn more about the position's duties, responsibilities, perquisites, etc. and apply online today.

JOB TITLE:	**Maintenance Equipment Operator III**	**GRADE**	**10**
DEPARTMENT:	**Highways**	**FLSA STATUS:**	**Non-Exempt**
REPORTS TO:	**Section Supervisor**		

GENERAL DEFINITION OF WORK:

Responsible for operating a variety of construction equipment and specialized equipment used in the maintenance and/or construction of highways, bridges and interchanges and landfills. Proficient in all aspects of Equipment Operator I and Equipment Operator II positions. Receives work assignments from supervisor or assistant supervisors. May be given temporary supervisory assignments over work crews; or as field conditions require, or when not assigned to equipment, may be required to perform other highway maintenance or landfill type duties.

ESSENTIAL FUNCTIONS/TYPICAL TASKS:

(These are intended only as illustrations of the various types of work performed. The omission of specific duties does not exclude them from the position if the work is similar, related, or a logical assignment to the position.)

1. Proficient in the safe operations of heavy construction equipment for highway maintenance and other types of heavy or specialized equipment and tractor trailers requiring Class "A" commercial drivers' license.
2. Makes minor and routine repairs to heavy equipment.
3. Trains other operators in the safe operation of heavy equipment.
4. May supervise a road crew.
5. Keeps records of fuel, oil, parts and supplies used.
6. Performs related work as required.

KNOWLEDGE, SKILLS AND ABILITIES:

1. Ability to operate all Highway Department construction equipment including trucks.
2. Ability to make minor repairs to heavy equipment and to assist with complex repairs to the equipment under the guidance of an automotive technician.
3. Ability to understand and execute instructions or deviate within specified limits from instructions when field conditions warrant changes.
4. Perform other related Highway maintenance functions.

EDUCATION AND EXPERIENCE:

1. High School Diploma.
2. Five years of experience in the operation of heavy equipment for construction and Highway maintenance.

A comparable amount of training and experience may be substituted for the minimum qualifications.

PHYSICAL REQUIREMENTS:

Ability to lift 100 pounds. Work requires climbing, balancing, stooping, kneeling, crouching, crawling, reaching, standing, walking, pushing, pulling, lifting, fingering, grasping, feeling, and repetitive motions. Vocal communication is required for expressing or exchanging ideas by means of the spoken word. Hearing is required to perceive information at normal spoken word levels. Visual acuity is required for depth perception, peripheral vision, preparing and analyzing written or computer data, visual inspection involving small defects and/or small parts, use of measuring devices, assembly or fabrication of parts at or within arms' length, operation of machines, operation of motor vehicles or equipment, determining the accuracy and thoroughness of work, and observing general surroundings and activities. The worker is subject to inside and outside environmental conditions. The worker may be exposed to bloodborne pathogens and may be required to wear specialized personal protective equipment.

SPECIAL REQUIREMENTS:

Possession of or the ability to obtain and maintain a valid Class "A" Commercial Drivers' License for air brake equipped vehicles (**within 9 months of employment**). Those without a valid Class "A" Commercial Drivers' License will need to obtain a CDL learners permit within 60 days from the date of hire. Training paid and provided upon hire for those who will need to obtain a valid Class "A" Commercial Drivers' License. Possession of or ability to acquire the following certifications: ATSSA Maryland State Flagger Card, Forklift Operator, First Aid, CPR within one year of employment depending on departmental assignment. Operates large plow truck during snow removal operations.

Reasonable accommodations may be made to enable individuals with disabilities to perform the essential tasks.

Rev. 04/2016, 07/2016, 11/2018, 01/2022, 04/2025

Easy Ways to Apply:

1. **Visit our website at https://www.washco-md.net/jobs/**
   or
2. **Complete and email an Application to HR@washco-md.net**
   or
3. **Complete and mail Application to:**
   Washington County Human Resources Department,

   100 W. Washington Street, Room 2300,
   Hagerstown, Maryland 21740

Washington County is an Equal Opportunity Employer. Individuals requiring special accommodations or assistance are requested to contact the Human Resources Department at 240-313-2350, Voice or TDD (D/HH use 711) M/F/H/V.

DEADLINE FOR FILING APPLICATIONS WITH HUMAN RESOURCES:

Monday, November 16, 2026 @ 4:00pm