

STATE OF ALASKA
DEPARTMENT OF TRANSPORTATION & PUBLIC FACILITIES
Public Employees Local 71 (LTC)
REQUEST FOR REFERRAL

DIVISION: Southcoast Region Highways and Aviation		PCN: 25-2483 (Position Description Attached)	
JOB CLASS/TITLE: Equipment Operator Journey I/II		WHEN POSITION IS NEEDED: ASAP	
FLEXIBLY STAFFED: <input checked="" type="checkbox"/> YES / <input type="checkbox"/> NO			
WAGE GRADE: 54/53 (\$22.16-\$23.60)		DUTY STATION: Juneau	
<input checked="" type="checkbox"/>	Permanent Full-Time	<input type="checkbox"/>	Permanent Full-Time Seasonal
<input type="checkbox"/>	Permanent Part-Time	<input type="checkbox"/>	Permanent Part-Time Seasonal
<input type="checkbox"/>	Non-Perm Full-Time	<input type="checkbox"/>	Non-Perm Part-Time
CDL REQUIRED: <input checked="" type="checkbox"/> YES / <input type="checkbox"/> NO <input type="checkbox"/> At time of hire / <input checked="" type="checkbox"/> Within 90-days of hire TYPE OF CDL: A ENDORSEMENTS: N-Tanker		TRAVEL REQUIRED: <input checked="" type="checkbox"/> YES / <input type="checkbox"/> NO	
PRE-EMPLOYMENT BACKGROUND CHECK: <input checked="" type="checkbox"/> YES / <input type="checkbox"/> NO Type: CDL history check		COMMENTS/SPECIAL REQUIREMENTS:	
DRUG/ALCOHOL TESTING: <input checked="" type="checkbox"/> YES / <input type="checkbox"/> NO			
CANDIDATE MUST BRING TO INTERVIEW: <input checked="" type="checkbox"/> Completed Workplace Alaska Application (if not already submitted to the hiring manager by Local 71) <input checked="" type="checkbox"/> Completed Certification of Employment as a Commercial Motor Vehicle Operator 10-year history form <input checked="" type="checkbox"/> Criminal Convictions: Must provide a copy of the judgement from the Court for <u>any</u> Felony Conviction (regardless of date) and any Misdemeanor Conviction within the last 5 years. For positions requiring APSIN* clearance, must provide judgement for <u>all</u> convictions regardless of date. <input checked="" type="checkbox"/> Copy of certifications and licenses <input type="checkbox"/> Other:			
<i>Note: Candidates who do not bring the required information to the interview may be rejected.</i>			
CONTACT: Linda Murphy		PHONE NUMBER: 907-586-6993 FAX NUMBER: 907-586-5757 EMAIL ADDRESS: linda@local71.com	

2. Duties

2.1. In one or two sentences, state the main purpose of the position.

The incumbent will perform equipment operations commensurate with a journey-level operator. The main focus of this position will be to utilize various types of light duty equipment to perform maintenance activities in support of State of Alaska mission and maintenance of infrastructure. Use of heavy duty equipment will be in a training capacity.

2.2. Starting from the most to the least important, list the functional areas assigned to the position. Within each functional area, describe the duty statement associated; estimate the percentage of time spent performing the duties; and define each area as essential (E) or marginal (M).

Functional Area Title: Equipment Inspections & Maintenance

E/M	% Time	Duty Statement
E	5 %	<p>To perform pre-trip and post-trip inspections on all equipment/vehicles before and after operation utilizing the equipment checklist provided by the work center. Note abnormalities and damage to equipment/vehicles and turn into SEF Maintenance as appropriate. Note service intervals and turn in as necessary or coordinate with foreman to do so.</p> <p>Perform equipment maintenance as required. This includes performing operator maintenance, adding fluids, keeping vehicles clean, and changing blades as necessary</p>

Functional Area Title: Equipment Operation

E/M	% Time	Duty Statement
E	45 %	<p>Winter Operation</p> <p>The incumbent will receive training in the use of the more specialized heavy-duty equipment, and demonstrate competency through the on-going performance of the following duties:</p> <p>Perform snow and ice removal with maintenance station core equipment. The incumbent will be expected to follow established practices utilizing plow/sanders, loaders and occasionally graders with attachments to meet objectives. Become familiar with the techniques, routes, and obstructions to do an effective job. Apply abrasives (sand) as a traction aid and make decisions based on conditions as to where and how much to apply to any given area.</p>

Perform snow haul operations. Operate graders, loaders, snow blowers and dozers to incorporate all facets of the operation. Become familiar with the techniques of pulling snow, recognizing obstructions, loading trucks, accountability for contractor trucks and snow dump maintenance to ensure the success of the operation.

Operate steam generator with associated attachments to facilitate drainage during the winter and breakup periods. Become familiar with techniques, establish an understanding of the many types of drainage systems, problematic drainage areas and most notably the safe operation of the boiler.

Perform maintenance activities that promote a safe winter working environment such as clearing and marking obstructions, marking culverts, and studying routes.

Respond to emergencies as directed by supervisory personnel. This may include but not limited to road hazards, sinkholes, flooding, debris removal, eradicating windstorm damage and rockslides.

Become familiar with and be able to apply practical applications of traffic control commensurate with winter maintenance activities. This includes use of arrowboards, flagging operations, planning and setting up traffic control for work zones utilizing a wide variety of devices for any number of work details to include snow haul, crack sealing, ditching, and pothole maintenance to name a number of work tasks but is not all-inclusive.

Respond to material spills on occasion; generally as a result of but not limited to a spill or leak from a piece of equipment.

Perform all other duties as assigned.

E 25 %

Summer Operations

The incumbent will receive training in the use of the more specialized heavy-duty equipment, and demonstrate competency through the on-going performance of the following duties:

Set up and operate specific core and duty station equipment proficiently and safely commensurate with grade level.

Perform maintenance on a wide variety of assets and infrastructure to include but not limited to: asphalt surface maintenance and repairs, gravel surface maintenance, methods of compaction, concrete repairs, guardrail, fence, and barricade maintenance, grass/brush cutting, ditch/drainage structure maintenance, sign maintenance, applying pavement markings, dust control, sweeping and landscaping techniques. Become proficient on all equipment, tools, techniques and safety precautions to perform any of the aforementioned activities.

Perform bridge maintenance as required. Become familiar with techniques that involve painting, sand blasting, perform asphalt & concrete repairs, and other structure repairs as deemed necessary.

This activity may require an employee to operate some specialty tools and equipment in the performance of this activity. This activity may also include extensive travel during the summer season to accomplish projects.

Respond to emergencies as directed by supervisory personnel. This may include but not limited to road hazards, sinkholes, flooding, debris removal, eradicating windstorm damage and rockslides.

Become familiar with and be able to apply practical applications of traffic control commensurate with summer maintenance activities. This includes use of arrowboards, flagging operations, planning and setting up traffic control for work zones utilizing a wide variety of devices for any number of work details to include snow haul, crack sealing, ditching, and pothole maintenance to name a number of work tasks but is not all-inclusive.

Respond to material spills on occasion; generally as a result of but not limited to a spill or leak from a piece of equipment.

Perform all other duties as assigned.

Functional Area Title: Training

E/M	% Time	Duty Statement
E	20 %	<p>Attend training as required. A myriad of training exists the employee will participate in. This training will consist of but is not limited to Traffic Control, First Aid/CPR, OSHA, equipment and computer training to name some however the list is not all-inclusive.</p> <p>The incumbent will be expected to train on above-range core equipment utilized to perform snow and ice control. This will be necessary for the maintenance station to meet objectives. The purpose of this training is to prepare for the WG 53 test in accordance with LOA 17-LL-047.</p>

Functional Area Title: Other

E/M	% Time	Duty Statement
E	5 %	<p>Incumbent may be required to perform other duties and equipment, including those assigned to the lower wage grade, and shop maintenance.</p>

Percentage Total: 100%

3. Other Work Details

3.1. List the computer software and hardware used to perform the duties described. Estimate how often each is used (e.g. daily, 2-3 times a week, 1-2 times a month, etc.).

May be called upon to use a computer for certain computer-based training.

Perform research through internet search.

Use Maintenance Management System (MMS).

3.2. List the equipment and materials used to perform the duties described, including machinery, tools, instruments, vehicles, etc. Estimate how often each is used (e.g. daily, 2-3 times a week, 1-2 times a month, etc.).

9511-54

Asphalt heating kettle

Compressor, minimum of 100 cubic feet per minute and larger (large)

Fork lift, 6,000 lb. or greater or lift height above 10 feet (large)

Light-duty truck with broom, snow, sander or asphalt attachments through 1 ½ ton

Loader less than 2 cubic yards

Stacking conveyor

Sweeper, hydrostatic two-way self-powered

Truck, 4x2 flatbed (10,000 - 24,000 lb. GVW)

Truck, 4x2 van (10,000 - 24,000 lb. GVW)

Truck, 6x4, van

Truck, dump (5 & 8 cubic yard)

Truck, flatbed (over 24,000 lb. GVW)

Truck, small wrecker

Truck, tank, over 300 gallons up to 2000 gallons

Vacuum Aqua Tech truck

Vacuum sweeper truck

Wheel tractor with attachments

** And all lower class equipment

MISCELLANEOUS:

Cut off saws

Jack hammers

Power and hand tools

Various tampers

Two-way radios, CBs and other communications equipment

Vehicle maintenance and cleaning equipment

Additional Winter Equipment (will receive training in and show competency through the on-going use of the following equipment):

Truck, dump 8-yard with snow removal attachments

Rotary snow blower

Grader with attachments

Steam boiler

3.3. List the guides and references regularly used to perform the duties described. Examples include federal and state laws and regulations, professional standards, building codes, trade practices, contracts, and policy and procedure manuals. Explain how and why these guides and references are used. Estimate how often each is used (e.g. daily, 2-3 times a week, 1-2 times a month, etc.).

OSHA Statutes

MUTCD & Alaska Supplement

Traffic Laws

Dept. of Labor Statutes

State Policies & Procedures

Local 71 Contract Language

Equipment Operating Manuals

Right-To-Know Regulations

Environmental Regulations

Lock-Out Tag-Out Procedures

FCC Radio Regulations

Directions From Supervisors

3.4. Describe the level of authority and independence the incumbent of the position exercises. List the actions the incumbent takes or the decisions the incumbent makes on a regular basis without obtaining prior approval from a higher level employee. For example, explain how the position has the authority to commit the organization, or any parts thereof, to a course of action.

The incumbent will work under the supervision and at the discretion of a foreman/lead however will be able to make decisions on the job and have the independence in some cases to complete the task or work assignment without full or constant supervision. Can make decisions on how to perform assigned tasks, take care of unexpected situations and properly select and use tools and equipment. The incumbent may be asked to be a "lead" or lead co-workers in the completion of a task or maintenance activity.

3.5. Describe the nature of the contacts the incumbent has with other people in order to perform the duties described. Include who is contacted, the reason for the contact, and how often the contact is made.

May have contact with internal/external agencies within the Department in the performance of duties. In some cases will have contact with state and local agencies. Will or could have some contact with the public.

3.6. Describe the consequence of an error made by a prudent employee in the performance of the essential functions assigned to the position. What is the consequence of that error to individuals, operations, and programs?

Consequences of errors may hinder the completion of work objectives. Errors may also jeopardize the safety of the incumbent, coworkers or the public.

3.7. List critical requirements of the position not previously described (e.g., skills in keyboarding, writing, negotiating, communications, etc.).

The incumbent must have the ability to listen and follow directions. Communication plays a large role in the completion of work objectives. The incumbent must be able to communicate clearly and most specifically using radio systems to communicate with supervisors, leads and coworkers. The incumbent must also be skilled in transmitting positive communication to the general public when called upon or when the occasion presents itself.

Shift work may be required.

3.8. List licenses, certifications, registrations, physical or other standards required by state or federal law or regulation to perform the duties described. Cite the specific authority (e.g. law or regulation, such as the OSHA Bloodborne Pathogens Act).

At time of appointment, incumbent must obtain a Valid Class A CDL within six (6) months of hire, and all other terms as outlined in LOA 17-LL-047 (Amended).

Successfully complete all pre-employment requirements for Commercial Driver's License (CDL) and safety-sensitive positions. This includes background check and pre-employment drug testing. Upon appointment, incumbent is subject to random drug and alcohol testing in accordance with policy.

4. Work Demands

The following identifies some of the physical and mental demands and potential hazards typically encountered by this position. These are job demands which can be ***reasonably anticipated and are an expectation of the job.***

Keeping in mind the essential functional areas and duty statements described in section 2, select the rating that best matches the requirement of this position according to the following descriptions:

Rating Description

Not Required (N): Not required of this position.

Present (P): Requirement **is** present, but **is not** essential to the position. (For example, a receptionist may encounter aggressive or angry people, but this is not an essential assignment.)

Occasional (O): Required 33 percent of the time or less **and** essential to the position. (For example, a lifeguard swims only occasionally, but it is essential that a lifeguard be able to swim; a correctional officer must control aggressive/angry people who are life threatening.)

Frequent (F): Required over 33 percent of the time **and** essential to the position.

Items checked below must be consistent with the duty statements listed in section 2.

4.1 Physical Requirements

Title	Rating			
	N	P	O	F
Sitting				F
Walking				F
Standing				F
Running		P		
Jumping	N			
Bending or twisting				F
Squatting or kneeling				F
Crawling			O	
Reaching above shoulder level				F
Reaching below shoulder level				F
Ascending or descending using a ladder or other conveyance				F
Climbing stairs		P		
Driving cars, light duty trucks				F
Driving heavy duty vehicles				F
Using floor mounted foot controls to operate equipment (e.g., not driving a car)				F

Repetitive motion of hands/fingers (e.g., keyboarding, turning pages)				F
Fine manipulation with fingers				F
Pinching with fingers			O	
Grasping with hand, gripping				F
Load, unload, aim, and fire handguns, shotguns or other firearms	N			
Lifting/carrying up to 25 pounds				F
Lifting/carrying 26-50 pounds				F
Lifting/carrying more than 50 pounds				F
Pushing/pulling up to 25 pounds				F
Pushing/pulling 26-50 pounds				F
Pushing/pulling more than 50 pounds			O	
Balancing on moving surfaces	N			
Balancing on narrow surfaces	N			
Balancing on slippery surfaces		P		
Balancing on uneven surfaces		P		
Restraining/grappling with people in a public protection environment	N			
Seeing objects at a distance				F
Seeing objects peripherally				F
Using depth perception				F
Seeing close work (e.g., typed print)				F
Distinguishing colors				F
Hearing conversations or sounds				F
Hearing via radio or telephone				F
Communicating through speech				F
Communicating by writing/reading			O	
Distinguishing odors by smell		P		
Distinguishing tastes	N			

4.2 Work Environment

Title	Rating			
	N	P	O	F
Work in/exposure to inclement weather				F
Work in/exposure to cold water				F
Work/live in remote field sites		P		
Work in confined areas (under desks, in heating vents, etc.)	N			
Exposure to dust, chemicals, or fumes				F
Exposure to hazardous equipment (e.g., guns, chainsaws, explosives)			O	

Exposure to electrical current (not outlets)		P		
Swimming/scuba diving	N			
Work at heights up to 25 feet (e.g., towers, poles)		P		
Work at heights over 25 feet (e.g., towers, poles)		P		
Work in urban or highway traffic (other than driving)				F
Work around moving machinery or mobile equipment				F
Work around moving mechanical parts				F
Work on and off moving equipment				F
Work on slippery or uneven surfaces				F
Work/travel in boat/small aircraft/helicopters		P		
Exposure to high noise levels				F
Exposure to infection, germs, or contagious diseases (e.g., hospital, lab, clinic, etc.)	N			
Exposure to blood, body fluid, or materials potentially contaminated by blood or body fluids (e.g., hospital, lab, clinic, public protection environment)	N			
Exposure to needles or sharp implements (e.g., hospital, kitchens)	N			
Use of hot equipment (e.g., kitchen ovens, lab equipment)	N			
Exposure to wild/dangerous animals		P		
Exposure to insect bites or stings		P		
Exposure to aggressive/angry people in a public protection environment (e.g.: State Troopers, Correctional Officers, Probation Officer)	N			
Exposure to aggressive/angry people in the work environment		P		

4.3 Other Work Demands

Title	Rating			
	N	P	O	F
There are no other work demands.				

4.4. Explain any special physical, mental, or behavioral requirements of the position that have not already been addressed.

Environmental Conditions and Physical Requirements may consist of and/or exposure to: various traffic conditions, inclement weather conditions, paints and chemicals, moving vehicles, equipment, machinery and tools, vibration, insects and wildlife, noise, dust, mud, and fumes. Medium to heavy physical exertion. Possible exposure by duty station assignment to: risk of avalanche, heights, trenches and steep slopes, water and ice.

2. Duties

2.1. In one or two sentences, state the main purpose of the position.

The incumbent will perform equipment operations commensurate with a journeyman level operator. The main focus of this position will be to utilize various types of heavy equipment to perform maintenance activities. Shift work may be required.

2.2. Starting from the most to the least important, list the functional areas assigned to the position. Within each functional area, describe the duty statement associated; estimate the percentage of time spent performing the duties; and define each area as essential (E) or marginal (M).

Functional Area Title: Equipment Operator

E/M	% Time	Duty Statement
E	4 %	To perform pre-trip and post-trip inspections on all equipment/vehicles before and after operation utilizing the equipment checklist provided by the work center. Note abnormalities and damage to equipment/vehicles and turn into SEF Maintenance as appropriate. Note service intervals and turn in as necessary or coordinate with foreman to do so.
E	2 %	Perform equipment maintenance as required. This includes performing operator maintenance, adding fluids, keeping vehicles clean, and changing blades as necessary. Assist in maintaining the shop.
E	46 %	<p>Winter Operation</p> <p>Perform snow and ice removal with plow/sanders and graders with all attachments. Become familiar with the techniques, routes, and obstructions to do an effective job. Apply abrasives (sand) as a traction aid and make decisions based on conditions as to where and how much to apply to any given area.</p> <p>Perform snow haul operations. Operate graders, loaders, snow blowers and dozers to incorporate all facets of the operation. Become familiar with the techniques of pulling snow, recognizing obstructions, loading trucks, accountability for contractor trucks and snow dump maintenance to ensure the success of the operation.</p> <p>Operate steam generator with associated attachments to facilitate drainage during the winter and breakup periods. Become familiar with techniques, establish an understanding of the many types of drainage systems, problematic drainage areas and most notably the safe operation of the boiler.</p>

Perform maintenance activities that promote a safe winter working environment such as clearing and marking obstructions, marking culverts, and studying routes.

Responds to emergencies as directed by supervisory personnel. This may include but limited to road hazards, sinkholes, flooding, debris removal, eradicating windstorm damage and rockslides.

Become familiar with and be able to apply practical applications of traffic control commensurate with winter maintenance activities. This includes use of arrowboards, flagging operations, planning and setting up traffic control for work zones utilizing a wide variety of devices for any number of work details to include snow haul, crack sealing, ditching, and pothole maintenance to name a number of work tasks but is not all-inclusive.

Respond to material spills on occasion; generally as a result of but not limited to a spill or leak from a piece of equipment.

Perform all other duties as assigned.

E 46 %

Summer Operations

Performs maintenance on a wide variety of assets and infrastructure to include but not limited to: asphalt surface maintenance and repairs, gravel surface maintenance, methods of compaction, concrete repairs, guardrail, fence, and barricade maintenance, grass/brush cutting, ditch/drainage structure maintenance, sign maintenance, applying pavement markings, dust control, sweeping and landscaping techniques. Become proficient on all equipment, tools, techniques and safety precautions to perform any of the aforementioned activities.

Perform bridge maintenance as required. Become familiar with techniques that involve painting, sand blasting, perform asphalt & concrete repairs, and other structure repairs as deemed necessary. This activity may require an employee operate some specialty tools and equipment in the performance of this activity. This activity may also include extensive travel during the summer season to accomplish projects.

Responds to emergencies as directed by supervisory personnel. This may include but limited to road hazards, sinkholes, flooding, debris removal, eradicating windstorm damage and rockslides.

Become familiar with and be able to apply practical applications of traffic control commensurate with summer maintenance activities. This includes use of arrowboards, flagging operations, planning and setting up traffic control for work zones utilizing a wide variety of devices for any number of work details to include snow haul, crack sealing, ditching, and pothole maintenance to name a number of work tasks but is not all-inclusive.

Respond to material spills on occasion; generally as a result of but

		not limited to a spill or leak from a piece of equipment. Performed all other duties as assigned.
E	2 %	Attend training as required. A myriad of training exists the employee will participate in. This training will consist of but is not limited to Traffic Control, First Aid/CPR, OSHA, equipment and computer training to name some however the list is not all-inclusive.
<p>Percentage Total: 100%</p>		

3. Other Work Details

3.1. List the computer software and hardware used to perform the duties described. Estimate how often each is used (e.g. daily, 2-3 times a week, 1-2 times a month, etc.).

May be called upon to use a computer for certain computer-based training.

Perform research through Internet search.

Use Maintenance Management System (MMS).

Make updates to the CARS (511) website.

3.2. List the equipment and materials used to perform the duties described, including machinery, tools, instruments, vehicles, etc. Estimate how often each is used (e.g. daily, 2-3 times a week, 1-2 times a month, etc.).

9511-53

Aerial boom truck

Asphalt distributor, all types

Auger drill

Bridge inspection truck

Broom, airport runway

Chip spreader

Core or track drill

Crawler tractor, all sizes

Excavator/power shovel

Front loader, 2 cubic yards and greater

Gravel screening plant, portable and rock crushers

Hydroseeder

Hyrdo ax

Loader/tractor mounted brush cutter

Motor grader, all weights with attachments

Road Roller, self-propelled

Road seal chip spreader

Rotary snow plow, all capacities
Truck or trailer mounted steam boiler, includes driver
Truck, 3 axle tractor, 6x4 (tractor trailer truck)
Truck, dump with attachments
Truck, tank, over 2,000 gallons
Yard and dock crane
Traffic line marker
** And all lower class equipment

MISCELLANEOUS:

cut-off saws
jack hammers
power and hand tools
tamper
two-way radios, CBs and other communications equipment
vehicle maintenance and cleaning equipment

3.3. List the guides and references regularly used to perform the duties described. Examples include federal and state laws and regulations, professional standards, building codes, trade practices, contracts, and policy and procedure manuals. Explain how and why these guides and references are used. Estimate how often each is used (e.g. daily, 2-3 times a week, 1-2 times a month, etc.).

OSHA Statutes
MUTCD & Alaska Supplement
Traffic Laws
Dept. of Labor Statutes
State Policies & Procedures
Local 71 Contract Language
Equipment Operating Manuals
Right-To-Know Regulations
Environmental Regulations
Lock-Out Tag-Out Procedures
FCC Radio Regulations

Directions From Supervisors

3.4. Describe the level of authority and independence the incumbent of the position exercises. List the actions the incumbent takes or the decisions the incumbent makes on a regular basis without obtaining prior approval from a higher level employee. For example, explain how the position has the authority to commit the organization, or any parts thereof, to a course of action.

The incumbent will work under the supervision and at the discretion of a foreman however will be able to make decisions on the job and have the independence in some/most cases to complete the task or work assignment without full or constant supervision. The incumbent may be asked to be a "lead" or lead co-workers in the completion of a task or maintenance activity.

3.5. Describe the nature of the contacts the incumbent has with other people in order to perform the duties described. Include who is contacted, the reason for the contact, and how often the contact is made.

May have contact with internal/external agencies within the Department in the performance of duties. In some cases will have contact with local and state agencies, as well with the public.

3.6. Describe the consequence of an error made by a prudent employee in the performance of the essential functions assigned to the position. What is the consequence of that error to individuals, operations, and programs?

Consequences of errors may hinder the completion of work objectives. Errors may also jeopardize the safety of the incumbent, coworkers or the public.

3.7. List critical requirements of the position not previously described (e.g., skills in keyboarding, writing, negotiating, communications, etc.).

Communication plays a large role in the completion of work objectives. The incumbent must be able to communicate clearly and most specifically using radio systems to communicate with coworkers. The incumbent must also be skilled in transmitting positive communication to the general public when called upon or when the occasion presents itself.

3.8. List licenses, certifications, registrations, physical or other standards required by state or federal law or regulation to perform the duties described. Cite the specific authority (e.g. law or regulation, such as the OSHA Bloodborne Pathogens Act).

At time of appointment, incumbent must have a Valid Class A CDL with Tanker endorsement. Management may require incumbent to obtain a HazMat, but is not required at time of appointment.

If incumbent is being flexed from an Equipment Operator Journey I to and Equipment Operator Journey II, incumbent must have completed all requirements outlined in LOA 17-LL-047 (Amended), including successfully passing the WG 53 testing requirements.

Successfully complete all pre-employment requirements for Commercial Driver's License (CDL) and safety-sensitive positions. This includes background check and pre-employment drug testing. Upon appointment, incumbent is subject to random drug and alcohol testing in accordance with policy.

4. Work Demands

The following identifies some of the physical and mental demands and potential hazards typically encountered by this position. These are job demands which can be ***reasonably anticipated and are an expectation of the job.***

Keeping in mind the essential functional areas and duty statements described in section 2, select the rating that best matches the requirement of this position according to the following descriptions:

Rating Description

Not Required (N): Not required of this position.

Present (P): Requirement **is** present, but **is not** essential to the position. (For example, a receptionist may encounter aggressive or angry people, but this is not an essential assignment.)

Occasional (O): Required 33 percent of the time or less **and** essential to the position. (For example, a lifeguard swims only occasionally, but it is essential that a lifeguard be able to swim; a correctional officer must control aggressive/angry people who are life threatening.)

Frequent (F): Required over 33 percent of the time **and** essential to the position.

Items checked below must be consistent with the duty statements listed in section 2.

4.1 Physical Requirements

Title	Rating			
	N	P	O	F
Sitting				F
Walking				F
Standing				F
Running		P		
Jumping	N			
Bending or twisting				F
Squatting or kneeling				F
Crawling			O	
Reaching above shoulder level				F
Reaching below shoulder level				F
Ascending or descending using a ladder or other conveyance				F
Climbing stairs		P		
Driving cars, light duty trucks				F
Driving heavy duty vehicles				F
Using floor mounted foot controls to operate equipment (e.g., not driving a car)				F

Repetitive motion of hands/fingers (e.g., keyboarding, turning pages)				F
Fine manipulation with fingers				F
Pinching with fingers			O	
Grasping with hand, gripping				F
Load, unload, aim, and fire handguns, shotguns or other firearms	N			
Lifting/carrying up to 25 pounds				F
Lifting/carrying 26-50 pounds				F
Lifting/carrying more than 50 pounds				F
Pushing/pulling up to 25 pounds				F
Pushing/pulling 26-50 pounds				F
Pushing/pulling more than 50 pounds			O	
Balancing on moving surfaces	N			
Balancing on narrow surfaces	N			
Balancing on slippery surfaces		P		
Balancing on uneven surfaces		P		
Restraining/grappling with people in a public protection environment	N			
Seeing objects at a distance				F
Seeing objects peripherally				F
Using depth perception				F
Seeing close work (e.g., typed print)				F
Distinguishing colors				F
Hearing conversations or sounds				F
Hearing via radio or telephone				F
Communicating through speech				F
Communicating by writing/reading			O	
Distinguishing odors by smell		P		
Distinguishing tastes	N			

4.2 Work Environment

Title	Rating			
	N	P	O	F
Work in/exposure to inclement weather				F
Work in/exposure to cold water				F
Work/live in remote field sites		P		
Work in confined areas (under desks, in heating vents, etc.)	N			
Exposure to dust, chemicals, or fumes				F
Exposure to hazardous equipment (e.g., guns, chainsaws, explosives)			O	

Exposure to electrical current (not outlets)		P		
Swimming/scuba diving	N			
Work at heights up to 25 feet (e.g., towers, poles)		P		
Work at heights over 25 feet (e.g., towers, poles)		P		
Work in urban or highway traffic (other than driving)				F
Work around moving machinery or mobile equipment				F
Work around moving mechanical parts				F
Work on and off moving equipment				F
Work on slippery or uneven surfaces				F
Work/travel in boat/small aircraft/helicopters		P		
Exposure to high noise levels				F
Exposure to infection, germs, or contagious diseases (e.g., hospital, lab, clinic, etc.)	N			
Exposure to blood, body fluid, or materials potentially contaminated by blood or body fluids (e.g., hospital, lab, clinic, public protection environment)	N			
Exposure to needles or sharp implements (e.g., hospital, kitchens)	N			
Use of hot equipment (e.g., kitchen ovens, lab equipment)	N			
Exposure to wild/dangerous animals		P		
Exposure to insect bites or stings		P		
Exposure to aggressive/angry people in a public protection environment (e.g.: State Troopers, Correctional Officers, Probation Officer)	N			
Exposure to aggressive/angry people in the work environment		P		

4.3 Other Work Demands

Title	Rating			
	N	P	O	F
There are no other work demands.				

4.4. Explain any special physical, mental, or behavioral requirements of the position that have not already been addressed.

Environmental Conditions and Physical Requirements may consist of and/or exposure to: various traffic conditions, inclement weather conditions, paints and chemicals, moving vehicles, equipment, machinery and tools, vibration, insects and wildlife, noise, dust, mud, and fumes. Medium to heavy physical exertion. Possible exposure by duty station assignment to: risk of avalanche, heights, trenches and steep slopes, water and ice.

LETTER OF AGREEMENT
between the
STATE OF ALASKA
and the
PUBLIC EMPLOYEES LOCAL 71
representing the
LABOR, TRADES and CRAFTS UNIT

Flexibly Staffed Equipment Operator, Journey I/II Positions

20-LL-221


It is mutually agreed between the parties that the following terms and conditions of employment shall be applied toward Department of Transportation & Public Facilities Equipment Operator, Journey II positions designated by the Department as flexibly staffed positions. No provisions of the July 1, 2018 through June 30, 2021 master agreement not specifically referenced herein are modified by this agreement.

1. Recognizing the difficulty to fill certain Equipment Operator, Journey II positions, the Department shall be allowed to select and designate certain permanent Equipment Operator, Journey II positions as flexibly staffed positions. These flexibly staffed positions may be filled at the Equipment Operator, Journey I (WG54) or Equipment Operator, Journey II (WG53) level, depending on the qualifications of the selected applicant. This LOA does not apply to rural airports or duty stations that have permanent Equipment Operator, Journey I (WG54) positions. When employed under the terms of this agreement, the provisions of Article 13.01.C do not apply. The incumbent must agree to these terms by signing a copy of this agreement upon hire.
2. If the position is initially filled at the WG54 level for flex promotion to WG53, the following applies:
 - a. If the incumbent is hired without a Class 'A' Commercial Driver License (CDL), the incumbent must obtain one within six months of hire date or the incumbent's employment will be immediately terminated. The expense of obtaining the CDL will be borne by the trainee. The State will provide up to 40 hours of paid time for outside training and testing. In addition to successful obtainment of a Class 'A' CDL, all other conditions below apply.
 - b. The incumbent will be scheduled to work as a probationary employee at the WG54 level for up to one (1) year. In order to continue employment and advance to the next level the incumbent must successfully pass the WG53 test, meet the competencies of the position, and receive an acceptable or higher performance rating.
 - c. At the discretion of the Foreman, the incumbent may attempt the WG53 test at any time during the WG54 probationary period.
 - d. The incumbent will not be considered for promotion to vacant positions in the duty station or "daily upgrades" for pay purposes.
 - e. Within thirty (30) days of successfully passing the WG53 test and demonstration of competencies, a performance evaluation report will be prepared by the Foreman, approved by the Manager, and submitted to the Department Human Resource office, with a courtesy copy to Local 71. The report will recommend either advancement to the next level, continued employment at the current level, or termination of the employee. If the recommendation is for continued employment at the current level and the

- incumbent is reaching the end of their probationary period, the incumbent's probationary period will be extended an additional two (2) months.
- f. Upon timely receipt of the performance evaluation report recommending advancement to the next level (and accompanying test results and qualification certification), the Department Human Resource office will flex promote the incumbent to Equipment Operator Journey II (WG53) effective the first day of the pay period following receipt of the documents. Department Human Resource staff will notify the Foreman when the reclassification of the position has been approved. The full duties of the higher wage grade will not be assigned to the incumbent until approval has been received.
 - g. If the incumbent is unable to successfully complete the WG53 test and/or does not have a performance evaluation report showing acceptable or better performance in each rating area by the completion of one (1) year of work in the position, unless extended as provided in 2.e above, the incumbent's employment will be immediately terminated.
3. In the event the incumbent is unable to satisfactorily complete probation at any level, the incumbent shall have rights under Article 13.07.D of the agreement, if applicable, with duty station seniority accruing from the first day of employment.

This agreement supersedes LOA 19-LL-007. This agreement is effective upon signing and remains in effect until June 30, 2021, except that it may be cancelled by either party with fifteen (15) days written notice. This agreement is entered into solely to address the specific circumstances of this particular matter and does not establish any practice or precedent between the parties. This agreement shall not be referred to in any dispute, grievance, arbitration, hearing, or any other forum except as may be necessary for the execution of its terms.

FOR THE STATE OF ALASKA

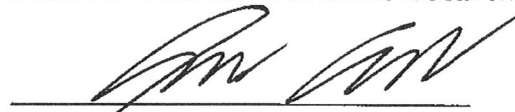


Kate Sheehan, Director
Division of Personnel & Labor Relations
Department of Administration

2/27/20

Date

FOR PUBLIC EMPLOYEES Local 71



Jordan Adams
Business Manager

2/26/2020

Date

Employee's Signature

Date