



**Office of Personnel and Civil Service
Job Announcement
Please Post Conspicuously**

Michael Mascarenas
County Manager

Stephen McNally
Chairman of the Board

TITLE: Heavy Equipment Operator OR Highway Laborer OR Construction Equipment Operator Trainee OR Sign Shop Worker OR Stockyard Worker OR Welder OR Construction Equipment Mechanic

SALARY:

Heavy Equipment Operator:	\$26.91/HR.
Highway Laborer:	\$22.88/HR.
Construction Equipment Operator Trainee:	\$27.93/HR.
Sign Shop Worker:	\$25.92/HR.
Stockyard Worker:	\$23.91/HR.
Welder	\$26.91/HR.
Construction Equipment Mechanic	\$26.91/HR.

Current employees hired **PRIOR** to 2009, please contact the Personnel Office for rate of pay.

LOCATION: Essex County Department of Public Works, Lewis

BENEFITS: Health Insurance, Dental Insurance, Sick, Vacation, and Personal time, NYS Retirement, Life Insurance, Flexible Spending Plan, Paid Holidays, Employee Assistance Program, Employee Premium Enhancement, and 40 Hour work weeks (Monday-Friday)

JOB SUMMARY: Heavy Equipment Operator- The work involves responsibility for the safe and efficient operation of one or more types of specialized heavy automotive equipment used in maintenance or construction projects. Greater skill is required than in the operation of other types of equipment, and there is greater responsibility for the safety of others. An employee is also responsible for making minor repairs and for ordinary servicing to the equipment. The incumbent does related work as required in relation to all prerequisite positions.

MINIMUM QUALIFICATIONS: Heavy Equipment Operator- Two years of experience in the operation of specialized or heavy motor construction equipment or; successful completion of qualified HEO Trainee position

SPECIAL REQUIREMENT: Heavy Equipment Operator- Possession of a New York State Class B CDL or higher License at time of appointment.

(OVER)



Essex County Dept. of Personnel & Civil Service
Essex County Government Center, 7551 Court Street, P.O. Box 217, Elizabethtown, NY 12932



essexcountyny.gov/personnel-and-civil-service



518.873.3360

Essex County is an Equal Opportunity Employer

JOB SUMMARY: Highway Laborer- The work involves responsibility for manual work requiring physical endurance and a willingness to perform arduous tasks. Responsibility for the safety of the entire crew is undertaken when flagging and maintaining traffic along a public works project. The highway laborer is responsible for directing the flow of traffic in and around the work zone. Close supervision is maintained over the work at all times. The incumbent does related work as required.

MINIMUM QUALIFICATIONS: Highway Laborer- Graduation from high school or possession of a high school equivalency diploma.

SPECIAL QUALIFICATIONS: Must possess and maintain a NYS Class D Driver's License throughout employment.

JOB SUMMARY: Construction Equipment Operator Trainee- This is a trainee position allowing incumbents that have the appropriate training to gain the experience required to qualify for a Construction Equipment Operator Position. The trainee position is for a minimum of a two-year term during which time the incumbent learns the essential duties and responsibilities of a Construction Equipment Operator in the operation of complex heavy construction equipment. Upon successful completion of both the training period and program, the incumbent's position shall be reclassified to a Construction Equipment Operator. The program description can be found and detailed within the departmental policy. The trainee shall acquire greater skill in the operation of other types of equipment requiring advanced skill and operation during both the program and period of the position. The incumbent does related work as required in relation to all prerequisite positions.

MINIMUM QUALIFICATIONS: Construction Equipment Operator Trainee- Three years of experience in the operation of specialized or heavy motor equipment.

SPECIAL REQUIREMENTS FOR ACCEPTANCE OF APPLICATIONS: Possession of a New York State Class A or Class B CDL License at time of appointment.

PROMOTIONAL QUALIFICATIONS: Construction Equipment Operator Trainee- Two years of experience as a Heavy Equipment Operator or three years of experience as a Motor Equipment Operator.

JOB SUMMARY: Sign Shop Worker- This is semi-skilled work involving the use of hand, machine and power tools, spray painting equipment and paint brushes in fabricating, painting, repairing and installing signs and for regulating, directing and guiding highway traffic. The work is performed under general direction of the Sign Maintenance Supervisor. Individual tasks are typically specified by guidelines and standards. Highway signs are constructed according to specifications promulgated by the Manual of Uniform Traffic Control Devices. The incumbent does related work as required.

MINIMUM QUALIFICATIONS: Sign Shop Worker: EITHER-

(a) Graduation from high school or possession of a high school equivalency diploma and one (1) year of experience in highway maintenance; or

(b) An equivalent combination of training and experience as defined by the limits of (a).

SPECIAL REQUIREMENTS FOR ACCEPTANCE OF APPLICATION: Possession of a Class B Commercial Driver's License or higher at time of appointment.

(OVER)



Essex County Dept. of Personnel & Civil Service

Essex County Government Center, 7551 Court Street, P.O. Box 217, Elizabethtown, NY 12932



essexcountyny.gov/personnel-and-civil-service



518.873.3360

Essex County is an Equal Opportunity Employer

JOB SUMMARY: Stockyard Worker- The work involves responsibility for performing semi-skilled maintenance, construction yard maintenance and repair work. The incumbent may work independently or assist a journeyman by performing less skilled duties. A construction yard person does not utilize the more skilled journeyman techniques for any considerable portion of the time, however, a working knowledge of one or more trade is necessary. The work involves coordination with multiple construction supervisors to prepare each crew with the appropriate materials needed for daily work to be completed. In addition, the work may involve the part time operation of a truck, automobile or other automotive equipment. Work is performed under direct supervision. The incumbent does related work as required.

MINIMUM QUALIFICATIONS: Stockyard Worker: Either:

- (a) Graduation from high school or possession of a high school equivalency diploma and three years of experience in general building construction, heavy construction, building trades work, inventory or a closely related field; or
- (b) Four years of experience in general building construction, heavy construction, building trades work, inventory or a closely related field; or
- (c) An equivalent combination of training and experience as defined in (a) and (b).

SPECIAL REQUIREMENT FOR ACCEPTANCE OF APPLICATION: Possession of appropriate class New York State Motor Vehicle Operator's License at time of appointment.

JOB SUMMARY: Welder- This is skilled work primarily involving welding tasks in the repair, fabrication, installation, and reconstruction of a variety of equipment, materials, and facilities owned or maintained by the Public Works Department. The primary responsibility of this position is the performance of welding tasks in the field, although in-shop tasks are performed. The work is performed under the general supervision of the DPW Superintendent or other supervisory staff depending on assignment, with wide leeway for the choice of materials, equipment, and techniques used. Supervision may be exercised over the work of subordinates assigned to a project. The incumbent does related work as required.

MINIMUM QUALIFICATIONS: Welder- Graduation from high school or equivalency and two years of welding experience which must have involved both fabrication and repair of a variety of materials.

SPECIAL REQUIREMENTS: Must be a NYS certified welder, possess a valid New York State Driver's license, and be able to wear respirator and pass respiratory tests.



Essex County Dept. of Personnel & Civil Service

Essex County Government Center, 7551 Court Street, P.O. Box 217, Elizabethtown, NY 12932



essexcountyny.gov/personnel-and-civil-service



518.873.3360

Essex County is an Equal Opportunity Employer

JOB SUMMARY: Construction Equipment Mechanic- The work involves responsibility for the efficient repair and maintenance for a variety of highway construction and automotive equipment. A mechanic in this class must be able to perform major electrical, electronic, hydraulic and mechanical repairs including but not limited to engines, clutches, torque converters, drive lines, chassis, brakes, steering assemblies and accessories on self-propelled and non-self-propelled vehicles and equipment. General instructions are received regarding the tasks to be performed permitting leeway for planning the details of each assignment. The incumbent does related work as required.

MINIMUM QUALIFICATIONS: Construction Equipment Mechanic-

- (a) Three years of experience as a heavy duty or diesel mechanic maintaining and repairing heavy duty construction equipment; or
- (b) Five years of experience as an automotive mechanic maintaining automotive equipment; or
- (c) An equivalent combination of training and experience as defined by the limits of (a) and (b).

NOTE: *Completion of a heavy equipment or diesel mechanic repair course may be substituted for the required automotive repair experience on a year for year basis up to a maximum of two years.*

PROMOTIONAL QUALIFICATIONS: Construction Equipment Mechanic- Five years of experience as an Automotive Mechanic or Heavy Equipment Operator with the Essex County Department of Public Works.

SPECIAL REQUIREMENTS FOR ACCEPTANCE OF APPLICATION: Possession of a New York State Class B CDL License at the time of appointment. Possession of a New York State Group 2 Inspector's License Certificate for Heavy Duty and Trailer vehicle group or higher at the time of appointment.

Residency Requirement: There is **no** residency requirement.

Additional Information: *Persons seeking employment with Essex County shall be required to submit to a drug and alcohol screening/testing, pre-employment physical, and additionally may be required to submit to a fingerprint background check, depending upon the specific requirements of the position.*

Posting Date: September 21st, 2026

Application Deadline: October 2nd, 2026



Essex County Dept. of Personnel & Civil Service

Essex County Government Center, 7551 Court Street, P.O. Box 217, Elizabethtown, NY 12932



essexcountyny.gov/personnel-and-civil-service



518.873.3360

Essex County is an Equal Opportunity Employer