

Seasonal Laborer – Weed Department Applicator

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Department: Weed Department
Supervisor: Weed Program Coordinator
FLSA Status: Non-Exempt
Grade:
Revision Date: April 30, 2012
Prepared by: BF, HT

Job Summary:

Under close management direction, performs a variety of integrated weed management tasks, maintenance and technical duties to meet the goals of the County Weed Management Plan.

Scope of Responsibility

Incumbent has a moderate degree of understanding of department and functional operations and is able to work with moderate initiative. When making everyday decisions, personnel will first contact management if possible. If contact is not feasible, personnel will make an educated decision and when able inform management. Relationships are within work unit or team.

Essential Duties and Responsibilities:

1. Perform routine and non-routine tasks to treat weeds.
 - 1.1 Spray County Right of Ways using a 1-ton truck with injections systems spray unit, ATVs with portable spray units and backpack sprayers.
 - 1.2 Follow daily plans determined by the supervisor for specific areas to be sprayed.
 - 1.3 Prepare equipment to be used.
 - 1.4 Drive to site where specific application is to be applied.
 - 1.5 Perform duties assigned by supervisor in a timely and productive manner.
 - 1.6 Operate application equipment: ATV sprayer, boom and hand gun, vehicle mounted sprayers and backpack sprayers.
 - 1.7 Mix pesticides and herbicides from concentrated materials in a safe manner.
 - 1.8 Treat noxious weeds within the county in accordance with the county weed management plan and environmental assessment.
 - 1.9 Evaluate conditions in assigned area and, with the help of management, make good judgments and applications related to safety and area.
 - 1.10 Wear proper clothing for field work. No sandals or shorts permitted.
 - 1.11 Work as part of a team with other county employees on conducting weed management activities.
 - 1.12 Demonstrate "SAFETY FIRST" in every aspect of the job.
 - 1.13 Prepare and submit timely reports.
 - 1.14 Follow safety procedures in storage and handling of pesticides and chemicals.
 - 1.15 Use all safety equipment as required.

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- 1.16 Ensure weed management activities are conducted safely and in accordance with county, state and federal regulation.
2. Document and monitor all weed infestations in Sweet Grass County
 - 2.1 Monitor project areas (Grant projects) to assure compliance with individual weed contracts.
 - 2.1.1 Maintain folders for individual landowners or contractors in each project area.
 - 2.1.2 Make physical visits to mapped areas.
 - 2.1.3 Record all information and download to a computer.
 - 2.1.4 Document and file daily application progress reports.
 - 2.1.5 Work as part of a team with other county employees on conducting weed management activities.
3. Monitor other County land for weed infestation.
 - 3.1 Make physical visits to post-fire and disturbed areas.
 - 3.2 Conduct private requests for inspections.
 - 3.3 Record and download mapped areas, GPS data and photo points.
 - 3.4 Notify supervisor of problems and deficiencies encountered immediately.
 - 3.5 Work as part of a team with other county employees on conducting weed management activities.
4. Manage a program to use biological control to suppress the weed infestation in Sweet Grass County.
 - 4.1 Collect bugs from established sites.
 - 4.2 Distribute bugs to specific sites.
 - 4.3 GPS release sites.
 - 4.4 Photo point areas.
 - 4.5 Monitor release areas for results.
 - 4.6 Monitor grazing weed management plans.
 - 4.7 Physical visits to release sites and grazed areas by vehicle, 4-wheeler, horseback or walking.
 - 4.8 Record and download mapped areas, GPS areas, photo points, and report results of uses of biological applications.
 - 4.9 Work as part of a team with other county employees on conducting weed management activities.
5. Equipment maintenance and wash station.
 - 5.1 Follow established plans for safety, maintenance, repair and service all equipment.
 - 5.2 Properly clean and maintain vehicles, ATV's, containers and chemical storage areas.
 - 5.3 Work as part of a team with other county employees on conducting weed management activities.
 - 5.4 Follow safety procedures in storage and handling of pesticides and chemicals.

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6. Duties completed annually in the Spring
 - 6.1 Accompanied by management, personnel will inventory all equipment and supplies.
 - 6.2 Accompanied by management, personnel will inspect all equipment.
 - 6.3 Train to be familiar with all requirements to service and run equipment used.

7. Duties completed daily
 - 7.1 Fuel any vehicles or motors needed for the day.
 - 7.2 Check oil levels in any equipment being used.
 - 7.3 Check pressure levels on equipment being used.
 - 7.4 Use safety equipment when required.
 - 7.5 Make repairs to any equipment.

8. Education
 - 8.1 Familiarity with the identification of all noxious weeds and management plans.
 - 8.2 Know the tools and equipment used to make an impact on the spread of noxious weeds.
 - 8.3 Work toward the eradication of noxious weeds.
 - 8.4 Attend orientation to the Sweet Grass County weed department plan given by weed coordinator.
 - 8.5 Special training will be offered to employees. Attend training session as required.

9. Public Relations
 - 9.1 Employees are the first line of defense to educate landowners and citizens.
 - 9.2 Employees will help with special meetings, trainings, fairs, hang up posters and distribute educational brochures.
 - 9.3 Effectively handle public questions and concerns regarding county weed management efforts by deferring to management.
 - 9.4 Maintain a professional image with the public.

10. Perform other duties as assigned.

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Minimum Qualifications:

Must be able to follow basic written instructions and simple diagrams, and can have less than one year of related work experience.

Able to communicate effectively both orally and in writing.

Working knowledge of weed identification.

Interpret aerial photographs and topographical maps.

Must have valid Montana driver license.

High school diploma or equivalent.

Must be at least 18 years of age.

Prefer direct experience in agriculture, plant biology, herbicide safety and handling or educational courses in the previous items listed.

Ability to perform a wide range of physical and manual tasks in an outdoor environment under a variety of weather conditions.

Must be able to be punctual in reporting for work.

Physical Demands & Working Conditions:

Work is primarily in an outside environment. Requires significant physical effort, moving between 25 and 60 pounds, on a frequent basis (between 45% and 70% of the time).

Incumbent must walk, stand, sit, bend and kneel on a frequent basis; and work with the arms above the shoulders on an occasional basis. Requires moderate attention to detail or deadlines on a frequent basis (between 45% and 70% of the time). Work requires exposure to multiple disagreeable elements, none of which are of greater than moderate intensity, on a frequent basis (between 45% and 70% of the time).

Frequent travel is required.