



# BAKER COUNTY

## POSITION DESCRIPTION

<b><u>WEED CONTROL TECHNICIAN</u></b>	
<b>DEPARTMENT</b>	Weed
<b>SALARY RANGE</b>	7 - SEIU
<b>BARGAINING UNIT</b>	Hourly, Non-Represented
<b>FLSA</b>	Non-Exempt
<b>REVISION DATE</b>	2023
<b>EMPLOYMENT OFFERS ARE CONTINGENT ON THE SUCCESSFUL COMPLETION OF THE PRE-EMPLOYMENT BACKGROUND CHECK WHICH MAY INCLUDE THE FOLLOWING:</b> Job history, criminal history, driving history, personal references, & education/certification.	
<b>Signature &amp; Date:</b>	

### **INTRODUCTION**

This classification performs the safe and legal management of noxious weeds and undesirable vegetation using a variety of management techniques on private, county, and other public lands.

### **EXAMPLES OF PRINCIPAL DUTIES**

(Duties assigned to this classification include, but are not limited to, the following examples.)

1. Mix and apply pesticides and herbicides in accordance to Pesticide Labels and record or log all sprayed areas in accordance with State statutes and department policies. Review chemical labels and Safety Data Sheets (SDS) for each product before application. Calculate mix ratios and compute how much spray is necessary for a given area.
2. Perform chemical application operations using a broad range of equipment and methods according to applicable laws.
3. Operate vehicles and application delivery systems including a spray truck, four-wheelers, boats, four-wheel drive pickups, backpack, and other weed control equipment. Adhere to safety standards including observing weather conditions, traffic, water, and animals that may affect spraying operations. May be required to pull and back-up trailers.

4. Calibrate and perform light maintenance duties of all spray equipment according to established procedures and manufacturer specifications. Perform minor semi-skilled maintenance and repairs on spraying equipment, department vehicles, and safety equipment.
5. Properly dispose of empty containers and rinse materials and maintain the appearance and cleanliness of the facility.
6. Maintain certification and educational requirements by attending available training sessions on weeds and weed management.
7. Document and maintain a variety of records, as needed, relating to spray application.
8. Select, purchase, store and utilize pesticides in compliance with all applicable laws and regulations and within approved budget.
9. Communicate effectively with diverse groups including landowners, government partners, weed supervisors and other stakeholders.
10. Ensure safety standards are met; follow state, federal and local laws, policies, procedures, and guidelines.
11. Utilize GIS equipment and mapping tools to identify property ownership and to inventory and map weed infestation across all landscapes and terrains.

## **EDUCATION & QUALIFICATIONS**

**Minimum:** A High School Diploma or GED equivalent. One year experience, OR any satisfactory equivalent combination of experience and training.

**Preference:** One (1) year's previous weed spraying experience preferred. One year of ESRI or other GIS platforms or two years' working knowledge of GPS use.

**Special Requirements:** Must have and maintain throughout the course of employment an Oregon Driver License. Must be able to obtain an Oregon Department of Agriculture Public Pesticide Applicator's License with Laws and Safety and Right-of-Way endorsements within 45 days of employment and Regulatory Weed endorsement within 60 days of employment.

## **KNOWLEDGE, SKILL, AND ABILITY REQUIRED BY THIS POSITION**

**Knowledge of:**

Reasonable knowledge of standard office practices and procedures, English composition, spelling, punctuation, arithmetic, basic bookkeeping, and record keeping and reporting; obtain

working knowledge of federal, state, county and city noxious weed laws and regulations pertaining to pesticide application and storage and licensing requirements.

Knowledge of plant and weed identification and vegetation management techniques, including Oregon's Listed Noxious Weeds, herbicides, adjuvants, and bio-control agents and methods.

Skill in:

Plant biology and identifying noxious and invasive weeds. Effectively operate spraying equipment in both on- and off-road situations including motorized and hand-operated equipment. Interpreting legal descriptions, plat books, aerial photographs, and GPS/GIS mapping software. Utilizing modern office technical equipment. Communicating effectively with landowners, staff, contractors, and agency personnel.

Ability to:

Operate computers and software, both in the office and in the field, including GPS/GIS and other handheld computing or technical devices. Work with individuals from varying socioeconomic backgrounds. Perform basic math calculations in order to follow pesticide labels and correlate that information to properly fill and operate application equipment. Work independently using sound judgment in completing tasks and responsibilities. Establish and maintain records and reports; prioritize work and carry out assigned projects to completion. Remain calm and use good judgment during confrontational or high pressure situations.

**SUPERVISORY CONTROLS OF THIS POSITION**

This classification works under the supervision of the Baker County Weed District Supervisor. Recurring routine duties are independently performed by the employee based on the duties and requirements of this position. Employee prioritizes and manages time efficiently.

**GUIDELINES**

Work is performed within established Departmental policies and procedures, federal, state, city and county rules, regulations, and ordinances.

**PHYSICAL DEMANDS AND WORK ENVIRONMENT**

The physical demands and work environment characteristics described here are representative of those that must be met by an employee to successfully perform the essential functions of this job.

Work is performed primarily outdoors in varying weather conditions. When conducting field work outdoors in terrestrial and aquatic settings, there is exposure to temperature extremes, high humidity, adverse weather conditions, dirt, dust, allergens, water, insects, animals, pesticides,

vibrations, mechanical/electrical hazards, and noxious/offensive fumes/odors for extended periods. Noise level is usually moderate but can be extreme when working with equipment. Work hours are predominantly normal daylight hours but may include nights, weekends, overtime, emergency call-in, and varied days, hours, and shifts. Work may be stressful when dealing with multiple priorities and performing duties.

Work activities require a considerable amount of physical activity, including extended periods of sitting, standing, walking, kneeling, bending, crouching, reaching, stooping, and climbing, as well as the ability to maneuver over rough terrain, including steep inclines, on foot. An employee must possess eye-hand-foot coordination and physical stamina to safely operate vehicles and other power equipment, and to climb in and out of vehicles. An employee must have the ability to frequently lift and/or carry equipment, supplies, and other materials weighing up to 50 lbs., and to occasionally lift and/or carry equipment, supplies, and other materials weighing up to 100 lbs.

Required sensory abilities include vision, hearing, and touch. Visual abilities, correctable to normal ranges, include close, distance and color vision, depth perception, and the ability to adjust focus. Communication abilities include the ability to talk and hear within normal ranges. Employee must possess the hand-eye coordination and manual dexterity necessary to operate computers and other equipment used to perform the essential functions of this job.

**Frequency required to perform the duties**

Posture / Frequency	Never	Rare	Occ.	Freq.	Cont.
Sitting					X
Standing				X	
Walking				X	
Driving					X

**Frequency in an 8 hour day**

Frequency	Not done
Rare	Less than 1% of shift; 1-5 x/work shift
Occasional	1-33% of shift; up to 2.5 hours
Frequent	34-66% of shift; up to 5 hours
Continuous	67-100% of shift; up to 8 hours

Lift / # of Hours	Never	Rare	Occ.	Freq.	Cont.
< 11lbs	0	<.5	1-2.5	2.6-5	>5
11 to 20 lbs.			X		
21 to 50 lbs.		X			
51 to 75 lbs.		X			
>75 lbs.	X				
Carry					
< 11lbs				X	
11 to 20 lbs.			X		
21 to 50 lbs.		X			
51 to 75 lbs.		X			
>75 lbs.	X				
Push/Pull					
< 11lbs				X	
11 to 20 lbs.			X		
21 to 50 lbs.		X			
51 to 75 lbs.		X			
>75 lbs.	X				

Body Actions	Never	Rare	Occ.	Freq.	Cont.
# of Hours	0	<.5	1-2.5	2.6-5	>5
Bend			X		
Twist			X		
Crouch		X			
Kneel		X			
Crawl		X			
Climb Stairs		X			
Climb Ladder		X			
Reach Forward				X	
Reach Above Shoulder		X			
Use of Arms				X	
Use of Wrists				X	
Use of Hands				X	
Squeezing		X			
Operate Foot Control		X			
Other					
Comments					

Last updated: 2023