

## CASSIA COUNTY

### FULL TIME JOB DESCRIPTION

**JOB TITLE:** Noxious Weed Control Technician  
**REPORTS TO:** Michael T. Ottley  
**DEPARTMENT:** County Noxious Weed Control  
**LAST UPDATE:** October 15, 2024

#### **JOB SUMMARY:**

1. Performs herbicide and pesticide applications, repairs and maintains vehicles and spraying equipment and provides working supervision and training of seasonal Weed Control Field Assistants. Much of the work performed by an employee in this class includes mechanical repair and fabrication of equipment as well as field work in the identification and eradication of noxious weeds. As a technician, this position assists the Superintendent to discuss, plan and coordinate department goals, objectives and training of staff. The work is performed under the supervision of the Superintendent with some latitude granted for the exercise of independent judgment and initiative. The principal duties of this class are performed in an equipment shop environment and outdoors in all weather conditions. Ability to drive a vehicle, including 4-wheel drive ATV's is required. Ability and knowledge to ride a horse/mule and handle a pack mule while spraying in rugged mountain terrain is desired. The incumbent is exposed to hazards involving the use of spraying equipment and hazardous chemicals.

#### **NATURE & SCOPE:**

Works with other agencies, (BLM & Forest Service, etc.) and private landowners to eradicate the noxious weeds under the direction of County Noxious Weed Superintendent.

#### **MINIMUM JOB REQUIREMENTS:**

1. Graduation from high school, experience in weed control or similar work providing knowledge of herbicides, chemicals, and combinations of chemicals for effective weed eradication.
2. Considerable knowledge of the types of weeds present in Cassia County.
3. Knowledge of the type of herbicides and pesticides most effective on the varieties of weeds and the methods most effective in spraying for their eradication.
4. Knowledge of the biological and mechanical control methods.
5. Knowledge of state noxious weed laws and appropriate city and county ordinances and the procedures described therein.
6. Knowledge of EPA regulations and guidelines.
7. Perform simple bookkeeping and maintain department records as required.
8. Develop effective working relationship with the public.
9. Communicate effectively verbally and in writing.
10. Must possess a valid Idaho State Drivers License.
11. Must possess a commercial/ professional applicators license with several categories from the Idaho Dept. of Ag or able to get one.
12. Must be able to lift 100 pounds.

13. Cannot have allergies or asthma that might be triggered by working in highly populated areas of weed, pollen, dirt, wind, etc.
14. Must be able to handle chemicals used for weed control.
15. Be willing to work long hours in extreme weather conditions, both cold and hot.

**ESSENTIAL JOB FUNCTIONS:**

**ESSENTIAL DUTIES AND RESPONSIBILITIES** (*illustrative only and may vary by assignment*)

- Assists to survey County in search of noxious weeds, including plotting and mapping problem sites and communicating with landowners regarding regulations pertaining to weed control;
- Performs chemical, mechanical and/or biological control treatments.
- Maintains equipment and maintenance records to ensure safe working conditions;
- Fabricates equipment and configures ATV's and related equipment for more efficient use; attaches motors, tanks, additional boxes and makes other design changes for efficiency purposes;
- Trains employees to ride safely and productively;
- Calculates chemical application concentrations and rates per acre and mixes chemicals based on correct proportions for the job;
- Operates motor vehicle with spraying equipment to perform safe application of herbicides and pesticides after assessing environmental and other conditions;
- Assists with recording services to property owners noting extent of spraying operation, fees to be charged and prepares and submits daily reports to Superintendent;
- Completes daily spray records and related paperwork;
- Investigates and responds to weed complaints;
- Monitors weed treatment areas; uses GPS to map weed infestation and treated areas;
- Assists with training and supervision of regular and seasonal applicators;
- Serves as lead worker to respond to questions or unusual situations in the field;
- Enforces policies for weed control;
- Educates the public on invading species and noxious weeds;
- Collects data and prepares reports;
- Provides weed identification to the public;
- Coordinates weed control efforts with a variety of agencies;
- Keeps immediate supervisor fully and accurately informed concerning work progress, including present and potential work problems and suggestions for new or improved ways of addressing such problems;
- Communicates and coordinates regularly with appropriate co-workers to maximize the effectiveness and efficiency of interdepartmental operations and activities.
- Maintains strict confidentiality in all cases;
- Interacts with County employees, customers, visitors and the general public effectively and professionally.
  1. Applicators License
  2. Know how to safely drive, operate and maintain a ¾ ton 4x4 diesel pickup while pulling a horse trailer in mountainous terrain. Manual Transmission.
  3. Have the approved training course for operating an ATV or take the course (4-wheeler).
  4. Ability and Knowledge how to ride a horse/mule and handle a pack mule while spraying in rugged mountain terrain.
  5. Be familiar with the Cassia County area and be able to read and follow maps.
  6. Have good math and computer skills. Know GPS.

7. Be able to identify all 70 noxious weeds on the State List and identify native plants.
8. Perform variety of physical activities involving muscular strain, such as walking, standing, stooping, sitting, lifting and reaching.
9. Hearing and seeing required for completion of essential functions.
10. Common eye, hand, finger, leg and foot dexterity required.
11. Constant travel in county vehicle required.
12. Knowledge of operating a ATV and RTV with spray tanks on that have heavy weight in a safe manner.
13. Safe operation of basic power and hand tools;
14. Knowledge of welding and mechanical skills.
15. Operate a drone safely and legally and obtain proper licenses to operate.

### **SPECIFIC DUTIES:**

1. Inform the public of Noxious weed issues.
2. Assist in developing and organizing educational programs on weed prevention, weed identification, and chemical control.
3. Work with agencies and organizations to achieve cooperative efforts related to the control of weed; obtain necessary permits required by law.
4. Order equipment and supplies.
5. Survey county properties, public and private for infestations of noxious weeds; inform owners of their responsibility to eradicate the same.
6. Receive and investigate complaints of noxious weeds throughout the county.
7. Maintenance and repair of chemical sprayers.
8. Conduct weed treatment and experimental eradication programs.
10. Computer knowledge needed to log and record data and generate reports/records.
11. Train and supervise personnel in the safe operation of spraying equipment and chemical mixing;
12. Respond to the public over the phone or in person in a tactful, pleasant, and courteous manner; Speak clearly and communicate information to others.

### **SECONDARY DUTIES AND RESPONSIBILITIES:**

- Attends meetings and training seminars to maintain Professional Applicator's License;
- Maintains a clean shop area;
- Stays abreast of new invaders and latest weed prevention techniques;
- Performs other duties as assigned.

### **CLASSIFICATION REQUIREMENTS:**

The requirements listed below are representative of the minimum knowledge, skill, and/or ability required for an individual to satisfactorily perform each essential duty and be successful in the position.

#### **Knowledge of:**

- State noxious weeds and invasive species;
- Applicable regulations and policies regarding safe work practices in the application and disposal of herbicides and pesticides;
- EPA guidelines and regulations;
- General repair, maintenance and fabrication of vehicles and equipment;
- County geography and GPS mapping;

- Customer service skills including handling potentially hostile confrontations;
- Supervisory practices and procedures;
- Standard office equipment including personal computer and job-related software, two-way radio, and cell phone;
- Safe operation of basic power and hand tools;
- Safe and correct operation of a four wheel drive vehicle and spraying equipment.
- Safely ride and spray from horse/mule with pack team.

**Skill and Ability to:**

- Train and supervise personnel in the safe operation of spraying equipment and chemical mixing;
- Operate a motor vehicle, including four wheel drive trucks;
- Ride and spray from Horse/Mule teams.
- Operate, adjust, and monitor spraying equipment;
- Maintain spraying records, logs, and documentation;
- Educate public regarding Weed control programs;
- Perform mechanical repair and maintenance on vehicles and fabrication of equipment;
- Perform basic mathematical computations in determining percentages for chemical concentrations;
- Adapt to changing priorities and work with numerous interruptions, switching from one job to another without difficulty;
- Maintain a Idaho Professional Applicators license through recertification;
- Develop and maintain effective working relationships with County employees, and the public;
- Work in a potentially hazardous environment;
- Respond to the public over the phone or in person in a tactful, pleasant, and courteous manner;
  - Speak clearly and communicate accurate information to others.
  - Use English to communicate effectively with others.
  - Proficiently operate computers, software programs, such as Microsoft Word, Excel, PowerPoint, or similar office software to create documents and other materials, maintain information, and generate reports.
- Listen carefully to, understand, and effectively communicate through oral, written, and interpersonal communication channels.
- Follow verbal and written instructions.
- Work independently and exercise initiative, with general guidance and supervision.
- Use good judgment to make sound and reasonable decisions and problem-solving skills to respond to customer service needs in accordance with laws, ordinances, regulations and established policies.
- Maintain a professional demeanor at all times;
- Perform a wide variety of duties and responsibilities with accuracy and speed under the pressure of time-sensitive deadlines;
- Demonstrate integrity and ingenuity the performance of assigned tasks and solving problems;
- Perform all duties in accordance with County policies and procedures with regard for personal safety and that of other employees and the public.
- Maintain confidentiality.

**ACCEPTABLE EXPERIENCE AND TRAINING:**

- High school diploma or GED equivalency is required, and
- Two (2) years related work experience in weed control or similar work providing knowledge of pesticides/herbicides for weed control is preferred; and

- Experience in the basic repair and maintenance of vehicles; and
- An Applicator's License is required; or
- An equivalent combination of education and experience that provides the required skills, knowledge and abilities to successfully perform the essential functions of the position may be considered.
- Must successfully pass background investigation relevant to the position and remain in good standing for the duration of employment with the County.

**PHYSICAL DEMANDS & WORK ENVIRONMENT:**

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this classification. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

While performing the duties of this classification, the employee is frequently required to stand, sit, move about in irregular terrain, drive, use hands to keyboard or type, handle chemicals, materials, tools, spray equipment, or manipulate papers and files. The employee often lifts and/or moves up to 50 pounds and is regularly required to perform strenuous physical activity. Specific vision abilities required by this classification include close and distance vision to perform field work and office work. Sufficient clarity of speech and hearing abilities required by this classification include those which permit the employee to discern verbal communication and communicate effectively in person and by telephone. While performing the duties of this classification, the employee works in a maintenance shop setting where the noise level in the work environment is usually moderate and in an outdoor setting in all weather conditions performing field work in back country locations.