

F.H. STOLTZE LAND & LUMBER COMPANY

JOB DESCRIPTION/PHYSICAL DEMANDS SUMMARY

A. JOB TITLE: Equipment Operator - Log Yard

B. JOB QUALIFICATIONS:

Must be 18 years or older, high school graduate or equivalent preferred. Safety performance and attendance are key requirements. Experience in operating a variety of heavy equipment preferred. Good depth perception, day and night vision, and hand-eye coordination as well as basic mechanical skills and knowledge required. Knowledge of different tress species given preference. Must be safety and team oriented. Log yard operators must be able to meet the physical requirements of the job. Must possess skills necessary to safely and efficiently operate machinery and tasks, including good decision making, and situational awareness. Must be able to successfully complete and pass pre-employment drug screen and work steps physical

C. JOB SUMMARY:

Under the supervision of the Lead Scaler, the Equipment Operator will learn how to safely and efficiently operate each piece of equipment in the log yard to sort, load and unload logs and stack log inventory, the Equipment Operator will also supply the sawmill with consistent logs for lumber production. Works closely with other equipment operators, scalers, sawmill personal and log truck drivers.

D. ESSENTIAL JOB FUNCTIONS:

The Equipment Operator operates a variety of heavy equipment machines in accordance with the Lead Scaler's direction. These machines include the 988, 980, log sorter, and mill feeder.

- **988 requirements:** Safely and efficiently unloads log trucks, places and/or stages scale loads in suitable area for spreading by the 980, brings correct species of logs to mill feeder, places load of big logs on log sawmill infeed deck, takes non scale free loads from log trucks and stack to a height of 10' or greater in appropriate log decks.
 - **980 requirements:** Spread and pickup scale loads, feed logs to both sides of the mill, stacks sorted logs in log yard inventory. Assists with dirt work in the log and plant yard, moves log yard waste to classifier area, spreads gravel on roadways when needed.
 - **Log Sorter requirements:** Accurately sorts logs and stacks logs according to species. Keeps all broken log ends cleaned up in the yard, helps high deck stacked logs when needed.
 - **Mill Feeder requirements:** Loads logs onto mill infeed decks proficiently to ensure the mill has a constant supply of logs. Sorts out off species, big logs, and double ended loads, ensures logs are loaded properly on infeed decks and corrects if needed, assists with bark clean out under log de-barker area and metal or junk log removal.
1. Communicates with other operators/employees to ensure safe and efficient log yard operations.
 2. Learns to identify logs based on tree species.
 3. Recognizes equipment limitations for operations.
 4. Performs basic equipment maintenance tasks. Helps assist mechanics in repairs as needed.

E. INFREQUENT/MARGINAL JOB FUNCTIONS ALL OPERATORS:

1. Assists with various seasonal log yard tasks; including excavation and dirt work.
2. Aids in log yard maintenance and infrastructure projects as needed.
3. Substitutes for other operators when needed.
4. Reports all equipment mechanical issues to the maintenance shop and supervisor immediately.
5. Performs other duties as required.

F. PERFORMANCE STANDARDS ALL OPERATORS:

1. Demonstrates the ability to listen, follow instructions and communicate effectively with others.
2. Demonstrates willingness to work as part of a team to complete varied and complex tasks.
3. Demonstrates problem solving abilities.
4. Demonstrates ability to recognize dangerous situations.
5. Demonstrates ability to identify basic machinery problems.
6. Demonstrates knowledge of and compliance with safe operating procedures.
7. Demonstrates good performance, safety and attendance
8. Demonstrates the willingness to work overtime, including evenings and/or weekends and varying shifts.
9. Demonstrates the ability to work independently, without direct supervision.
10. Works well under pressure.
11. Demonstrates the ability to operate equipment efficiently and in a safe manner to minimize loss and damage to equipment and logs.
12. Consistently keeps equipment and log yard clean.

G. EQUIPMENT OPERATOR DESCRIPTIONS:

Operator Trainee

Learns to operate safely and efficiently; three (3) of the main log yard machines; 980, log sorter, and the mill feeder.

Operator 2

Minimum of 6 months of operator experience. Can safely run all three of the machines listed above with proficiency. Consistently maintain machines and record details on daily inspection reports. Must be able to recognize mechanical problems and convey to mechanics and supervisor. Must be able to train new hires to become operators. Ability to perform all job functions and performance standards.

Operator 1

Minimum of one (1) year of experience. Must be able to operate the 988 proficiently and safely in addition to being proficient at all machine operations in the log yard. Must be able to mentor, train and direct other operators and trainees so proper log yard flow can be maintained. Must be able to plan ahead for log storage and rotation of logs. Must communicate problems/solutions to supervisor pertaining to all log yard operations. Must be able to occasionally run other machines with proficiency such as Bull dozer, Road grader, Excavator, etc. Able to perform all job functions and performance standards.

This job description is not an employment agreement or contract. Management has the exclusive right to alter

this job description at any time without notice.

OCCUPATIONAL HEALTH SERVICES

JOB ANALYSIS/PHYSICAL DEMANDS SUMMARY

EMPLOYEE: _____

EMPLOYER: F.H. STOLTZE LAND & LUMBER COMPANY

JOB TITLE: EQUIPMENT OPERATOR – LOG YARD

I. PHYSICAL DEMANDS	Rarely (1 - 5%)	Occasionally (6 - 33%)	Frequently (34 - 66%)	Continuously (67 - 100%)
*A. Sitting (See Comments)	_____	_____	_____	<u>X</u>
B. Standing	<u>X</u>	_____	_____	_____
C. Walking	<u>X</u>	_____	_____	_____
*D. Driving (See Comments)	_____	_____	_____	<u>X</u>
E. Lifting				
1. 0 - 10 lbs. Level	<u>X</u> <u>Ranges ground/knee/waist/chest/shoulder/overhead</u>	_____	_____	_____
2. 11 - 20 lbs. Level	<u>X</u> <u>Ranges ground/knee/waist/chest/shoulder/overhead</u>	_____	_____	_____
3. 21 - 35 lbs. Level	<u>X</u> <u>Ranges ground/knee/waist/chest/shoulder/overhead</u>	_____	_____	_____
4. 36 - 50 lbs. Level	<u>X</u> <u>Ranges ground/knee/waist/chest/shoulder</u>	_____	_____	_____
5. 51 - 100 lbs. Level	<u>X</u> <u>Ranges ground/knee/waist/chest/shoulder</u>	_____	_____	_____
6. Over 100 lbs. Level	N/A	<u>All items over 100# are assisted lifts or machine lifts</u>		
F. Carrying				
1. 0 - 10 lbs. Distance	<u>X</u> <u>Up to ¼ mile</u>	_____	_____	_____
2. 11 - 20 lbs. Distance	<u>X</u> <u>Up to 100 feet</u>	_____	_____	_____
3. 21 - 35 lbs. Distance	<u>X</u> <u>Up to 100 feet</u>	_____	_____	_____
4. 36 - 50 lbs. Distance	<u>X</u> <u>Up to 100 feet</u>	_____	_____	_____
5. 51 - 100 lbs. Distance	<u>X</u> <u>Up to 20 feet</u>	_____	_____	_____
6. Over 100 lbs. Distance	N/A	_____	_____	_____
G. Push / Pull Activity / Object	<u>X (up to 100# force)</u>	_____	<u>(10 to 30# force) X</u>	_____
	<u>Winch line, hand tools, side panel, dozer blade, saw blade, limbs & brush, equipment levers</u>			
H. Stooping / Bending	<u>X</u>	_____	_____	_____
I. Squatting	<u>X</u>	_____	_____	_____
J. Kneeling	<u>X</u>	_____	_____	_____

K. Crawling	<u> X </u>	<u> </u>	<u> </u>	<u> </u>
L. Twisting	<u> X-----X </u>	<u> </u>	<u> </u>	<u> </u>
	Rarely (1 - 5%)	Occasionally (6 - 33%)	Frequently (34 - 66%)	Continuously (67 - 100%)
M. Climbing	<u> X </u>	<u> </u>	<u> </u>	<u> </u>
Activity	<u>On & off equipment, in & out of equipment cab, climbing around on machinery/equipment</u>			
N. Balance	<u> X </u>	<u> </u>	<u> </u>	<u> </u>
O. Reaching				
1. Below Waist	<u> X </u>	<u> </u>	<u> </u>	<u> </u>
2. Waist to Chest	<u> </u>	<u> </u>	<u> </u>	<u> X </u>
3. At Shoulder	<u> X </u>	<u> </u>	<u> </u>	<u> </u>
4. Above Shoulder	<u> X </u>	<u> </u>	<u> </u>	<u> </u>
P. Hands				
1. Simple Grasp	<u> </u>	<u> </u>	<u> </u>	<u> X </u>
2. Firm Grasp	<u> X </u>	<u> </u>	<u> </u>	<u> </u>
3. Fine Manipulating	<u> X </u>	<u> </u>	<u> </u>	<u> </u>
Q. Foot Controls (depends on individual equipment controls)				
1. Right Foot	<u> </u>	<u> </u>	<u> </u>	<u> X </u>
2. Left Foot	<u> </u>	<u> </u>	<u> </u>	<u> X </u>
R. Head / Neck				
1. Flexion	Yes <u> X </u>	No <u> </u>		
2. Rotation	Yes <u> X </u>	No <u> </u>		
S. Talking	Yes <u> X </u>	No <u> </u>		
T. Hearing	Yes <u> X </u>	No <u> </u>		
U. Vision				
1. Near Acuity	Yes <u> X </u>	No <u> </u>		
2. Far Acuity	Yes <u> X </u>	No <u> </u>		
3. Depth Perception	Yes <u> X </u>	No <u> </u>		
4. Color Vision	Yes <u> X </u>	No <u> </u>		
5. Field of Vision	Yes <u> X </u>	No <u> </u>		

II. EQUIPMENT Heavy equipment – Front end loaders

III. ENVIRONMENTAL CONDITIONS

- A. Inside 95 % (inside equipment cabs) Outside 5 %
- B. Temperature (Non-Weather Related): Normal X Extreme Cold Extreme Heat
- C. Humidity (Non-Weather Related): Normal X Wet Dry
- D. Hazards: Mechanical Electrical Chemical Burns Cuts X Noise X Dust X
Fumes X Heights X Moving Machinery X Vibration X Slippery Surfaces X Explosives
Other Uneven terrain, fire
- E. Safety Equipment Required: Hard hat, gloves, appropriate footwear, ear protection; safety glasses as needed.

IV. COMMENTS: *Bouncing up and down, jostling from side to side/forward/backward, and jarring movements occur frequently while sitting and operating heavy equipment. If equipment requires repair, sitting/driving time will be reduced and all other physical demands will increase to Occasional or Frequent (occurs infrequently).

EQUIPMENT/SUPPLIES LIST
(LOG YARD EQUIPMENT OPERATOR)
LIFT/CARRY

<u>ITEM</u>	<u>WEIGHT</u>	<u>LEVEL LIFTED</u>
Misc. hand tools & supplies	Up to 20#	Ranges ground/knee/waist/chest/shoulder/overhead
Hydraulic hoses	Up to 15#	Ranges ground/knee/waist/chest/shoulder/overhead
Chain saw	20 to 25#	Ranges ground/knee/waist/chest/shoulder/overhead
Side panel	25#	Ground to shoulder
Hydraulic Oil (5 gallon)	45#	Ground to chest
Propane bottles	50 to 70#	Ground to chest
Various cylinders (heavier cylinders require 2-person lift; cylinders over 120# are machine lifted)	40 to 140#	Ground to knee/waist
Limbs & brush	Up to 100#	Ground to knee
Tire chains	125 to 250# (2-to-4-person lift)	Ground to chest/shoulder

Lifts/carries over 50# are assisted when/where possible by use of cart, hoist, forklift, crane or coworker assistance. All lifts/carries over 75# are with device or coworker assistance

PUSH/PULL

<u>ITEM</u>	<u>FORCE REQUIRED</u>
Equipment levers	10 to 30# force; 60 to 90# rare in emergencies
Side panel	30# force
Winch line (pulled)	Up to 100# force
Limbs & brush	Up to 100# force
Dozer blade	Up to 100# force; when changing blades (2-person)
Saw blade	Up to 100# force; handling with a steel bar (2-peson)

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Occupational Health Services
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