



LEMHI COUNTY

Department: Noxious Weeds

Class Title: Weed Control Technician I

FLSA Designation:

Pay Grade: \$15.00 - \$17.00 DOE

Purpose Of Class/Primary Function

The primary function of an employee in this class is to perform weed control duties including herbicide applications, mechanical removal, biological releases and the cleanup and maintenance of vehicles and spraying equipment during the field season. There may be data management, including utilizing computer programs consisting of ARC GIS, Excel, Access, PowerPoint, Word and Forest Service databases. The work is performed under the supervision of the Weed Control Superintendent with latitude granted for the exercise of independent judgment and initiative within established guidelines. The principal duties of this class are performed outdoors during the summer season, requiring extensive physical and strenuous activities, and may include working in adverse weather conditions and with hazards involving the use of spraying equipment and hazardous chemicals. During the winter months, duties require the ability to sit for periods up to eight hours.

Essential Duties and Responsibilities (will vary by assignment)

- Surveys County in search of noxious weeds, including utilizing a global positioning system to map weed infestations
- Manages Lemhi County Weed Crew in the field when Weed Superintendent is not available
- Have positive leadership skills/drive to ensure crew operates in a safe manor while accomplishing all goals set forth by Weed Superintendent
- Communicates with private landowners regarding integrated weed control measures and regulations pertaining to noxious weed control
- Calculates chemical application concentrations and rates and mixes chemicals based on correct proportions for the job
- Operates motor vehicle with spraying equipment or walks with back-pack spraying equipment to perform safe application of herbicides and pesticides after assessing environmental and other conditions affecting the job
- Enters GPS coordinates for infestation and spraying records using hand-held computerized equipment
- Performs data entry to update and maintain Forest Service, BLM, and County databases
- Utilizes ARC GIS system to update and print weed control maps
- Performs basic repairs on motorized, mechanical, electrical and application equipment
- Maintains spray equipment for correct pressures and spray patterns
- Maintains office, shop, and yard area in clean and neat condition for public and safety reasons

- Maintains inventory records of weed control chemicals
- Handles, applies, and disposes of all hazardous chemicals in compliance with all county, state, federal (MSDA), manufacturer and other applicable regulations, guidelines, and requirements
- Conducts weed treatment and experimental control including collecting specimens of weeds for identification and study and maintaining weed identification records

Other Duties and Responsibilities

- May operate boat and spray weeds along riverbanks
- May utilize horses to access remote areas
- Performs other related duties as required

Expectations for All Employees

- Works well under pressure and maintains a calm and professional demeanor under stressful and adversarial conditions
- Recognizes and analyzes a problem, identifies causes, creates possible solutions and constructs a logical path for resolution and implementation
- Consistently demonstrates a positive and cooperative attitude when working with fellow employees to accomplish duties required of the department and the county
- Keeps immediate supervisor and designated others fully and accurately informed concerning work progress, including present and potential work problems and suggestions for new or improved ways of addressing such problems
- Performs time management and scheduling functions, meet deadlines, and set project priorities
- Performs exceptional customer service, answering correspondence and responding to telephone calls and e-mails in a courteous and timely manner; prepares and generates reports as needed
- Communicates and coordinates regularly with appropriate others to maximize the effectiveness and efficiency of interdepartmental operations and activities
- Works cooperatively with all county departments and fills in or cross-trains with other positions as necessary
- Performs all work duties and activities in accordance with county policies, procedures, and safety practices

Competency Requirements

Knowledge of:

- County, state, federal and departmental laws, ordinances, policies, and regulations related to weed control
- Standard methods, procedures, equipment, and objectives of noxious weed identification and control
- Applicable regulations and policies regarding safe work practices, including mixing, application, and storage of herbicides
- County, state, federal, manufacturer and other applicable regulations for herbicide use
- Safe and correct operation of pesticide application vehicles and equipment
- Soil, water, wind, temperature, and life forms affected by weed control
- County geography and GPS mapping methods and equipment
- Operation of standard office equipment, including a personal computer and job-related software applications

Ability to:

- Identify noxious weeds, including individual species, and their proper control methods
- Operate a motor vehicle, including four-wheel drive trucks and ATVs
- Operate chemical sprayers safely and prudently
- Operate, adjust, and monitor spraying equipment
- Read and follow written herbicide label directions on how to apply and what rate to apply herbicide
- Repair and maintain pumps and spray equipment
- Learn and use GIS (Geographical Information System), Access, Excel, Word and PowerPoint
- Successfully pass security checks to utilize Federal computer systems
- Understand and follow oral and/or written policies, procedures and instructions
- Maintain spraying and maintenance records, logs, and documentation
- Operate a personal computer using program applications appropriate to assigned duties
- Educate public regarding weed control programs
- Read, interpret, and create road and topographic maps
- Perform basic mathematical computations in determining percentages for chemical concentrations
- Work in a potentially hazardous environment
- Communicate effectively with the public including in sensitive and sometimes stressful situations
- Respond to citizen requests in an effective manner
- Take and follow directions
- Establish and maintain effective working relationships with fellow employees, the public and other agencies
- Read, compose and comprehend simple instructions, short correspondence and memos
- Communicate information and ideas in speaking and writing so others will understand
- Listen to and understand information and ideas presented through spoken words and sentences
- Understand and follow oral and/or written policies, procedures and instructions
- Read, interpret and apply laws, resolutions, ordinances, codes, and contracts
- Develop and maintain working relationships with federal, state and local public and private representatives and organizations and other county employees
- Exhibit courtesy, tact, and diplomacy with co-workers, elected and appointed officials, and the general public
- Plan and organize work independently
- Make sound and reasonable decisions in accordance with laws, ordinances, regulations, and established procedures
- Maintain a professional demeanor during stressful situations; respond courteously to customer inquiries, which are sometimes controversial or adversarial
- Perform a wide variety of duties and responsibilities with accuracy and speed under the pressure of time-sensitive deadlines
- Perform multiple tasks simultaneously, including handling interruptions, and return to and complete tasks in a timely manner
- Perform time management and scheduling functions, meet deadlines and set priorities
- Operate standard office equipment and a personal computer using program applications appropriate to assigned duties

Acceptable Experience and Training

Lemhi County
Established: 9/09
Revised: 3/14/2024

Weed Control Technician I Crew Lead

- High school diploma or GED is required; and
- Some experience applying herbicides or pesticides is preferred; and
- Idaho Professional Applicators License (Laws and Safety, Agricultural Herbicides categories) may be required, and
- A valid Idaho Driver's License is required; or
- Any equivalent combination of experience and training which provides the knowledge and abilities necessary to perform the work.

Essential Physical Abilities

- Sufficient clarity of speech and hearing or other communication capabilities, with or without reasonable accommodation, which permits the employee to discern verbal instructions and communicate effectively in person and by telephone
- Sufficient visual acuity or other powers of observation, with or without reasonable accommodation, which permits the employee to comprehend written work instructions, labels, and package instructions, identify noxious weeds, and apply herbicides safely in a pre-determined area
- Sufficient manual dexterity, with or without reasonable accommodation, which permits the employee to operate a variety of applicator equipment, power and hand tools, make adjustments to equipment, operate standard office equipment and a personal computer, and operate a motor vehicle
- Sufficient strength to lift objects in excess of 75 pounds
- Sufficient personal mobility, agility, physical reflexes, and flexibility to perform maintenance and applicator operations and perform strenuous activities (including walking steep inclines with sprayer back-pack weighing approximately 40 lbs.) for extended periods of time in varied weather conditions and to work behind a computer for periods up to 4 months