

EQUIPMENT SPECIFIC PERFORMANCE EVALUATION

Date: _____

Employee Name: _____

Supervisor: _____

Job classification: **BACKHOE/TRACKHOE OPERATOR**

Description:

This equipment is used for such work as excavation, and setting steel that requires close conformance to specifications and is subjected to a strict inspection. Equipment may be used for other miscellaneous tasks for which crane or stick type equipment is required. May include hoist operations and pile driving operations. Performs other related duties.

STEPS	KEYPOINTS	SATISFACTORY
1)	Company Orientation	Yes () No ()
	a) Company Policy	
	i) PPE	
	ii) Transportation and communications	
	iii) Introduction to work environment and hazard recognition	
	iv) Instructional Procedures given to employees	
	b) Safety Orientation	
	i) Use of safety belts	
	ii) Function of roll-over protection	
	iii) Proper dress	
	iv) Equipment operation with regards to 'the do's and don't's'	
	a) Operating near overhead power lines (electrocution)	
	b) Underground utilities (gas line explosions)	
	c) Working in and around other heavy equipment	
	d) Trenching standards benching and shoring	
	e) Ground personnel near the work area's	
	v) Load, grade and terrain limitations of equipment	
2)	Demonstrated abilities	Yes () No ()
	a) Pre-shift inspection check list	
	i) Check equipment for loose bolts, leaks: oil, hydraulic and water	
	ii) Make sure area around the equipment is clear of people and other equipment	
	iii) Check for fire extinguisher	
	iv) Make sure that the following equipment is operational	
	a) Brakes	
	b) Lights	
	c) Back-up alarms	
	d) Hand rails & ladders	
	e) Seat belts	
	f) Tires if applicable	
	g) Glass, wipers	
	h) Gauges: temp., oil, & fuel	
	v) Notify supervision of any equipment that is not operational	
	vi) The operator can park or sideline a piece of equipment that is unsafe to operate if it poses a danger or hazard to employees or property	
3)	Identification of equipment controls	Yes () No ()
4)	Excavating techniques	Yes () No ()
	a) Benching, sloping	
	b) Spoil removal from side wall	
	c) Back filling operations.	
	d) Aware of surroundings and personnel near the swing radius of boom	
5)	Can arrange controls and boom for travel	Yes () No ()
6)	Speed in relation to terrain (controlled speed)	Yes () No ()
7)	Stock piling with front end bucket	Yes () No ()
8)	Loading truck bed with bucket	Yes () No ()
9)	Parking and shut down procedures	Yes () No ()
	a) Equipment line-up	
	i) Straight line	
	ii) Allow easy access for service	
	b) Turn off all accessories	
	c) Set all park brakes	
	d) Lower bucket to ground	
	e) Perform a general walk around looking for items for maintenance	

EQUIPMENT SPECIFIC PERFORMANCE EVALUATION

Date: _____

Employee Name: _____

Supervisor: _____

Job classification: **SCRAPER OPERATOR**

Description:

Drives a tractor to pull a steel bowl-like or box-like scoop (scraper), mounted on wheels that scrapes up earth and transports it to a designated place; manipulates a series of levers to lower cutting edge of the scraper into the ground, to raise cutting edge when scraper is full, and to empty scraper.

STEPS	KEYPOINTS	SATISFACTORY
1)	Company	Yes () No ()
	<ul style="list-style-type: none"> a) Company policy <ul style="list-style-type: none"> i) PPE ii) Transportation & communications iii) Introduction to work environment & hazard recognition iv) Instructional procedures given to employees b) Safety orientation <ul style="list-style-type: none"> i) Use of safety belts ii) Function of rollover protection iii) Proper dress iv) Equipment operation with regards to 'the do's and don'ts' <ul style="list-style-type: none"> a) Ground speed to haul road conditions b) Loading & unloading procedures c) Different traffic patterns d) Engine overspeeding e) Proper use of cushion hitch v) Loaded and dumping vehicles have the right of way vi) Load, grade and terrain limitations of equipment 	
2)	Demonstrated abilities	Yes () No ()
	<ul style="list-style-type: none"> a) Pre-shift inspection check list <ul style="list-style-type: none"> i) Check equipment for loose bolts, leaks: oil, air, hydraulic and water ii) Make sure area around the equipment is clear of people and other equipment iii) Check for fire extinguisher iv) Make sure that the following equipment is operational <ul style="list-style-type: none"> a) Brakes b) Lights c) Back-up alarms d) Hand rails & ladders e) Seat belts f) Tires g) Glass, wipers h) Gauges: temp., Oil, air, & fuel v) Notify supervision of any equipment that is not operational vi) The operator can park or sideline a piece of equipment that is unsafe to operate if it poses a danger or hazard to employees or property 	
3)	Identification of equipment controls	Yes () No ()
4)	Loading techniques	Yes () No ()
	<ul style="list-style-type: none"> a) Use of apron b) Use of cutting edge c) Pump loading etc. 	
5)	Shifting and hauling	Yes () No ()
6)	Rough cut and fill	Yes () No ()
7)	Spreading material	Yes () No ()
8)	Fine grading	Yes () No ()
9)	Obtaining compaction	Yes () No ()
10)	Parking and shut down procedures	Yes () No ()
	<ul style="list-style-type: none"> a) Equipment line-up <ul style="list-style-type: none"> i) Straight line ii) Allow easy access for service b) Turn off all accessories c) Lower apron d) Lower bowl to the ground e) Perform a general walk around looking for items for maintenance 	

EQUIPMENT SPECIFIC PERFORMANCE EVALUATION

Date: _____

Employee Name: _____

Supervisor: _____

Job classification: **WATER TRUCK OPERATOR**

Description:

Drives a heavy-duty gasoline or diesel powered truck used in hauling water to moisture condition haul roads, fill areas, and fills the truck with water when needed. The truck either is a tandem rear axle type, or is a tractor truck, single or tandem axle, pulling a tanker. May service and make necessary adjustments for proper operation of equipment. Performs other related duties.

STEPS	KEYPOINTS	SATISFACTORY
1)	Company a) Company policy i) PPE ii) Transportation & communications iii) Introduction to work environment & hazard recognition iv) Instructional procedures given to employees b) Safety orientation i) Use of safety belts ii) Proper dress iii) Equipment operation with regards to 'the do's and don'ts' a) Ground speed to haul road conditions b) Loading & unloading procedures regarding the use of water on haul roads and ramps c) Different traffic patterns d) Engine overspeeding iv) Loaded and dumping vehicles have the right of way v) Load, grade and terrain limitations of equipment	Yes () No ()
2)	Demonstrated abilities a) Pre-shift inspection check list i) Check equipment for loose bolts, leaks; oil, air, hydraulic and water ii) Make sure area around the equipment is clear of people and other equipment iii) Check for fire extinguisher iv) Make sure that the following equipment is operational a) Brakes b) Lights c) Back-up alarms d) Hand rails & ladders e) Seat belts f) Tires g) Glass, wipers h) Gauges: temp., oil, air, & fuel v) Notify supervision of any equipment that is not operational vi) The operator can park or side line a piece of equipment that is unsafe to operate if it poses a danger or hazard to employees or property	Yes () No ()
3)	Identification of equipment controls	Yes () No ()
4)	Loading techniques a) Start and use of water pump b) Chock blocks on inclines	Yes () No ()
5)	Shifting and hauling	Yes () No ()
6)	Can back up using mirrors	Yes () No ()
7)	Discharge and spreading water in rough terrain	Yes () No ()
8)	Proper moisture control on haul roads to match conditions	Yes () No ()
9)	Parking and shut-down procedures a) Equipment line-up i) Straight line ii) Allow easy access for service b) Turn off all accessories c) Park empty to prevent mud hole and freezing of lines d) Use of chock blocks on inclines e) Perform a general walk around looking for items for maintenance	Yes () No ()

EQUIPMENT SPECIFIC PERFORMANCE EVALUATION

Date: _____

Employee Name: _____

Supervisor: _____

Job classification: **BULL DOZER AND PUSH DOZER**

Description:

Operates a large tractor with a concave steel blade or push block mounted in front of the chassis to level, distribute and push earth. This work is subject to strict inspection and must conform closely to specifications. This equipment may be used to push earth carrying equipment. At times, a ripper attachment is used for ripping the earth prior to loading the scraper. Regulates height of blade or push block from ground. May help in necessary adjustments to equipment as needed. Performs other related duties.

STEPS	KEYPOINTS	SATISFACTORY
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- | | | |
|-----|--|----------------|
| 1) | Company | Yes () No () |
| | <ul style="list-style-type: none"> a) Company policy <ul style="list-style-type: none"> i) PPE ii) Transportation & communications iii) Introduction to work environment & hazard recognition iv) Instructional procedures given to employees b) Safety orientation <ul style="list-style-type: none"> i) Use of safety belts ii) Function of roll-over protection iii) Proper dress iv) Equipment operation with regards to 'the do's and don'ts' <ul style="list-style-type: none"> a) Ground slopes, and spoil piles b) Pushing of material procedures c) Grading procedures d) Engine overspeeding v) Loaded and dumping vehicles have the right of way vi) Ripping operations <ul style="list-style-type: none"> a) Underground utilities vii) Operating around ground personnel <ul style="list-style-type: none"> a) Dump man viii) Grade and terrain limitations of equipment | |
| 2) | Demonstrated abilities | Yes () No () |
| | <ul style="list-style-type: none"> a) Pre-shift inspection check list <ul style="list-style-type: none"> i) Check equipment for loose bolts, leaks: oil, air, hydraulic and water ii) Make sure area around the equipment is clear of people and other equipment iii) Check for fire extinguisher iv) Make sure that the following equipment is operational <ul style="list-style-type: none"> a) Brakes b) Lights c) Back-up alarms d) Hand rails & access ladders or steps e) Seat belts f) Tracks g) Glass, wipers h) Gauges: temp., oil, air, & fuel i) Audible horn v) Notify supervision of any equipment that is not operational vi) The operator can park or side line a piece of equipment that is unsafe to operate if it poses a danger or hazard to employees or property | |
| 3) | Identification of equipment controls | Yes () No () |
| 4) | Pushing techniques | Yes () No () |
| | <ul style="list-style-type: none"> a) Use of push blade b) Loading of push load equipment | |
| 5) | Use of Ripper | Yes () No () |
| 6) | Rough cut and fill | Yes () No () |
| 7) | Spreading material | Yes () No () |
| 8) | Fine grading | Yes () No () |
| 9) | Obtaining compaction by tracking in material | Yes () No () |
| 10) | Parking and shut-down procedures | Yes () No () |
| | <ul style="list-style-type: none"> a) Equipment line-up <ul style="list-style-type: none"> i) Straight line ii) Allow easy access for service b) Turn off all accessories c) Lower rippers d) Lower blade to the ground e) Perform a general walk around looking for items for maintenance | |

EQUIPMENT SPECIFIC PERFORMANCE EVALUATION

Date: _____

Employee Name: _____

Supervisor: _____

Job classification: **ON ROAD BELLY OR DUMP TRUCK OPERATOR (includes End Dump/Transfer Trucks)**

Description:

Drives a heavy-duty gasoline or diesel-powered truck used in hauling material to fill areas or dump sites. The truck either is a tandem rear axle type, or is a tractor truck, single or tandem axle, pulling a trailer. May service and make necessary adjustments for proper operation of equipment. Performs other related duties.

STEPS	KEYPOINTS	SATISFACTORY
1)	Company	Yes () No ()
	a) Company policy	
	i) PPE	
	ii) Transportation & communications	
	iii) Introduction to work environment & hazard recognition	
	iv) Instructional procedures given to employees	
	v) Required local governing driver's license for hauls on public roads (i.e., commercial driver's license)	
	b) Safety orientation	
	i) Use of safety belts	
	ii) Proper dress	
	iii) Equipment operation with regards to 'the do's and don'ts'	
	a) Ground speed to haul road conditions	
	b) Loading procedures	
	c) Adhering to traffic patterns	
	d) Engine overspeeding	
	iv) Stockpiling	
	v) Loaded and dumping vehicles have the right of way	
	vi) Load, grade and terrain limitations of equipment	
2)	Demonstrated abilities	Yes () No ()
	a) Pre-shift inspection check list	
	i) Check equipment for loose bolts, leaks: oil, air, hydraulic and water	
	ii) Make sure area around the equipment is clear of people and other equipment	
	iii) Check for fire extinguisher	
	iv) Make sure that the following equipment is operational	
	a) Brakes	
	b) Lights	
	c) Back-up alarms	
	d) Hand rails & access ladders or steps	
	e) Seat belts	
	f) Tires	
	g) Glass, wipers	
	h) Gauges: temp., oil, air, & fuel	
	v) Notify supervision of any equipment that is not operational	
	vi) The operator can park or side line a piece of equipment that is unsafe to operate if it poses a danger or hazard to employees or property	
3)	Identification of equipment controls	Yes () No ()
4)	Truck Weighing	Yes () No ()
	a) Tare weights	
	b) Gross Weights	
5)	Loading Techniques	Yes () No ()
	a) Parking into load patterns	
	b) Bed preparation for material	
6)	Shifting and Hauling	Yes () No ()
7)	Stockpiling	Yes () No ()
8)	Backing with the use of mirrors	Yes () No ()
9)	Dumping/Spreading Material	Yes () No ()
	a) Fill material	
	b) Base course material	
	c) Surface materials	
	d) Asphalt	
	e) Lowers truck bed (dump trucks) or dump chutes (belly dumps)	
10)	Parking and shut-down procedures	Yes () No ()
	a) Equipment line-up	
	i) Straight line	
	ii) Allow easy access for service	
	b) Turn off all accessories	
	c) Use park brake	
	d) Perform a general walk around looking for items for maintenance	

EQUIPMENT SPECIFIC PERFORMANCE EVALUATION

Date: _____

Employee Name: _____

Supervisor: _____

Job classification: **ROLLER/COMPACTOR OPERATOR**

Description:

Operates a self-propelled gasoline or diesel machine that has steel wheels that are used to compact earth fills, flexible bases and all types of materials. Rollers sometimes referred to as a sheepfoot roller is also used for compaction to achieve a desired or specified density. Rides on platform of machine and moves lever and pedals or throttles to control and guide machine. Performs other related duties.

STEPS	KEYPOINTS	SATISFACTORY
1)	Company	Yes () No ()
	a) Company policy	
	i) PPE	
	ii) Transportation & communications	
	iii) Introduction to work environment & hazard recognition	
	iv) Instructional procedures given to employees	
	b) Safety orientation	
	i) Use of safety belts	
	ii) Function of roll-over protection	
	iii) Proper dress	
	iv) Equipment operation with regards to 'the do's and don'ts'	
	a) Rolling on uneven or elevated surfaces	
	b) Establishing rolling patterns to gain density	
	c) Working in and around heavy equipment	
	d) Working in a staggered pattern with other rollers	
	e) Running in soft or wet material in high gears (overheating and trans. damage)	
2)	Demonstrated abilities	Yes () No ()
	a) Pre-shift inspection check list	
	i) Check equipment for loose bolts, leaks: oil, air, hydraulic and water	
	ii) Make sure area around the equipment is clear of people and other equipment	
	iii) Check for fire extinguisher	
	iv) Make sure that the following equipment is operational	
	a) Brakes	
	b) Lights	
	c) Back-up alarms	
	d) Hand rails & access ladders or steps	
	e) Seat belts	
	f) Tires, if applicable	
	g) Glass, wipers	
	h) Gauges: temp., oil, air, & fuel	
	v) Notify supervision of any equipment that is not operational	
	vi) The operator can park or side line a piece of equipment that is unsafe to operate if it poses a danger or hazard to employees or property	
3)	Identification of equipment controls	Yes () No ()
4)	Rolling techniques to obtain compaction	Yes () No ()
	a) Use of controls	
	b) Vibratory controls	
	c) Turns and maneuvers	
	d) Aware of surroundings	
5)	Rolling patterns	Yes () No ()
	a) Staggered patterns with other rollers	
6)	Parking and shut-down procedures	Yes () No ()
	a) Equipment line-up	
	i) Straight line	
	ii) Allow easy access for service	
	b) Turn off all accessories	
	c) Perform a general walk around looking for items for maintenance	

EQUIPMENT SPECIFIC PERFORMANCE EVALUATION

Date: _____

Employee Name: _____

Supervisor: _____

Job classification: **OILER**

Description:

A learner or semi-skilled worker who is normally assigned to one piece of equipment and works under the direction of a master mechanic. Fast fuels equipment, lubricates moving parts of wearing surfaces, uses grease guns, changes oil, filters, makes minor adjustments to drive chains and clutches. Assists in repairs to equipment and other related duties.

STEPS	KEYPOINTS	SATISFACTORY
1)	Company a) Company policy i) PPE ii) Transportation & communications iii) Introduction to work environment & hazard recognition iv) Instructional Procedures given to employees v) Required to have a local governmental authority approved driver's license (i.e., CDL) or equivalent. Driver's license with hazard endorsement when traveling on public roads vi) Report spills or leaks b) Safety orientation i) Use of safety belts ii) Function of rollover protection iii) Proper dress iv) Equipment operation with regards to 'the do's and don'ts' a) Ground speed to haul road conditions b) Adhering to traffic patterns c) Fueling equipment d) Greasing equipment e) Engine over-speeding v) Loaded and dumping vehicles have the right of way vi) Load, grade and terrain limitations of oiler truck	Yes () No ()
2)	Demonstrated abilities a) Pre-shift inspection check list i) Check equipment for loose bolts, leaks: oil, air, hydraulic and water ii) Make sure area around the equipment is clear of people and other equipment iii) Check for fire extinguisher iv) Make sure that the following equipment is operational a) Brakes b) Lights c) Back-up alarms d) Hand rails & access ladders or steps e) Seat belts f) Tires g) Glass, wipers h) Gauges: temp., oil, air, & fuel v) Notify supervision of any equipment that is not operational vi) The operator can park or sideline a piece of equipment that is unsafe to operate if it poses a danger or hazard to employees or property	Yes () No ()
3)	Identification of equipment controls	Yes () No ()
4)	Loading techniques a) From storage tanks	Yes () No ()
5)	Shifting and hauling	Yes () No ()
6)	Fueling equipment	Yes () No ()
7)	Lubricating equipment	Yes () No ()
8)	Backing with the use of mirrors	Yes () No ()
9)	Lifting procedures	Yes () No ()
10)	Use of hand and power tools	Yes () No ()
11)	Cleaning Filters	Yes () No ()
12)	Parking and shut-down procedures a) Equipment line-up i) Straight line ii) Allow easy access for service b) Turn off all accessories c) Use park brake d) Perform a general walk around looking for items for maintenance	Yes () No ()

EQUIPMENT SPECIFIC PERFORMANCE EVALUATION

Date: _____

Employee Name: _____

Supervisor: _____

Job classification: **WATER WAGON OPERATOR**

Description:

Drives a tractor to pull a steel tank container that holds water up 10,000 gallons. The tank is mounted on wheels and has a high ground clearance for rough terrain operation. Operator must position and load tank with water and must have knowledge of how to operate various pumps to achieve filling. Operator must be able to control tractor as well as operate the pump system that discharges water in the areas that need moisture conditioning.

STEPS	KEYPOINTS	SATISFACTORY
1)	Company	Yes () No ()
	a) Company policy	
	i) PPE	
	ii) Transportation & communications	
	iii) Introduction to work environment & hazard recognition	
	iv) Instructional procedures given to employees	
	v)	
	b) Safety orientation	
	i) Use of safety belts	
	ii) Function of roll-over protection	
	iii) Proper dress	
	iv) Equipment operation with regards to 'the do's and don'ts'	
	a) Ground speed to haul road conditions	
	b) Loading and unloading procedures	
	c) Different traffic patterns	
	d) Engine overspeeding	
	v) Loaded and dumping vehicles have the right of way	
2)	Demonstrated abilities	Yes () No ()
	a) Pre-shift inspection check list	
	i) Check equipment for loose bolts, leaks: oil, air, hydraulic and water	
	ii) Make sure area around the equipment is clear of people and other equipment	
	iii) Check for fire extinguisher	
	iv) Make sure that the following equipment is operational	
	a) Brakes	
	b) Lights	
	c) Back-up alarms	
	d) Hand rails & access ladders or steps	
	e) Seat belts	
	f) Tires	
	g) Glass, wipers	
	h) Gauges: temp., oil, air, & fuel	
	v) Notify supervision of any equipment that is not operational	
	vi) The operator can park or side line a piece of equipment that is unsafe to operate if it poses a danger or hazard to employees or property	
3)	Identification of equipment controls	Yes () No ()
4)	Loading techniques	Yes () No ()
	a) From storage tanks	
5)	Shifting and hauling	Yes () No ()
6)	Fueling equipment	Yes () No ()
7)	Lubricating equipment	Yes () No ()
8)	Backing with the use of mirrors	Yes () No ()
9)	Lifting procedures	Yes () No ()
10)	Use of hand and power tools	Yes () No ()
11)	Cleaning Filters	Yes () No ()
12)	Parking and shut-down procedures	Yes () No ()
	a) Equipment line-up	
	i) Straight line	
	ii) Allow easy access for service	
	b) Turn off all accessories	
	c) Use park brake	
	d) Perform a general walk around looking for items for maintenance	

EQUIPMENT SPECIFIC PERFORMANCE EVALUATION

Date: _____

Employee Name: _____

Supervisor: _____

Job classification: **LABORERS**

Description:

A laborer works with all crews doing everything from pick and shovel work to removal of structures. This may consist of fence repairs, liner removals, water line placements, cleanup operations, decontamination of equipment, and traffic control duties.

STEPS	KEYPOINTS	SATISFACTORY
1)	<ul style="list-style-type: none"> Company a) Company policy <ul style="list-style-type: none"> i) PPE ii) Transportation & communications iii) Introduction to work environment & hazard recognition iv) Instructional procedures given to employees b) Safety orientation <ul style="list-style-type: none"> i) Use of proper PPE <ul style="list-style-type: none"> a) Gloves (rubber, cloth, leather) b) Tyvek (white and yellow) c) Face shields d) Steel-toed boots e) Rubber steel-toed boots f) Traffic vests g) Dust Masks ii) Emergency showers and eye wash stations iii) Proper dress iv) Hand tool operations with regards to 'the do's and don'ts' <ul style="list-style-type: none"> a) Right tool for the job v) Working around heavy equipment <ul style="list-style-type: none"> a) Back up alarms vi) Deconning equipment vii) Electrical hazards viii) Lifting hazards ix) 	Yes () No ()
2)	<ul style="list-style-type: none"> Demonstrated abilities a) Lifting techniques <ul style="list-style-type: none"> i) Lifting Techniques <ul style="list-style-type: none"> a) Knees instead of back b) Team efforts c) Using equipment to do the lifting d) Can demonstrate simple pre-work stretching exercise ii) Identification of supervisor iii) Knows when and how to report an accident to the supervisor b) Can identify dangerous situations 	Yes () No ()

EQUIPMENT SPECIFIC PERFORMANCE EVALUATION

Date: _____

Employee Name: _____

Supervisor: _____

Job classification: **MECHANIC**

Description:

Assembles, sets up, adjusts and maintains and repairs all types of construction equipment, such as internal combustion engines, air compressors, pumps, heavy earth moving equipment, rock crushers. He may perform the duties of a welder in repair of equipment. Performs other related duties.

STEPS	KEYPOINTS	SATISFACTORY
1)	Company	Yes () No ()
	a) Company policy	
	i) PPE	
	ii) Transportation & communications	
	iii) Introduction to work environment & hazard recognition	
	iv) Instructional procedures given to employees	
	v) Required to have a local governmental authority approved driver's license (i.e., CDL) or equivalent, with appropriate hazard endorsement	
	b) Safety orientation	
	i) Use of safety belts	
	ii) Function of roll-over protection	
	iii) Proper dress	
	iv) Equipment operation with regards to 'the do's and don'ts'	
	a) Ground speed to haul road conditions	
	b) Removal and loading procedures	
	c) Adhering to traffic patterns	
	d) Fueling equipment	
	e) Greasing equipment	
	f) Engine overspeeding	
	v) Loaded and dumping vehicles have the right of way	
2)	Demonstrated abilities	Yes () No ()
	a) Pre-shift inspection check list	
	i) Check equipment for loose bolts, leaks: oil, air, hydraulic and water	
	ii) Make sure area around the equipment is clear of people and other equipment	
	iii) Check for fire extinguisher	
	iv) Make sure that the following equipment is operational	
	a) Brakes	
	b) Lights	
	c) Back-up alarms	
	d) Hand rails & access ladders or steps	
	e) Seat belts	
	f) Tires	
	g) Glass, wipers	
	h) Gauges; temp., oil, air, & fuel	
	v) Notify supervision of any equipment that is not operational	
	vi) The operator can park or side line a piece of equipment that is unsafe to operate if it poses a danger or hazard to employees or property	
3)	Identification of equipment controls	Yes () No ()
4)	Loading techniques	Yes () No ()
	a) To and from low boys boom	
5)	Shifting	Yes () No ()
6)	Fueling equipment	Yes () No ()
7)	Lubricating equipment	Yes () No ()
8)	Backing with the use of mirrors	Yes () No ()
9)	Lifting procedures	Yes () No ()
10)	Use of hand and power tools	Yes () No ()
11)	Cleaning Filters	Yes () No ()
12)	General Maintenance Filters	Yes () No ()
	a) Engines	
	b) Transmissions	
	c) Drive trains	
	d) Brake systems	
	e) Electrical systems	
	f) Hydraulic systems	
13)	Correct cutting and welding techniques	Yes () No ()
14)	Guard removal and replacement filters	Yes () No ()
15)	Parking and shut-down procedures	Yes () No ()
	a) Equipment line-up	
	i) Straight line	
	ii) Allow easy access for service	

EQUIPMENT SPECIFIC PERFORMANCE EVALUATION

- b) Turn off all accessories
- c) Use park brake
- d) Perform a general walk around looking for items for maintenance

EQUIPMENT SPECIFIC PERFORMANCE EVALUATION

Date: _____

Employee Name: _____

Supervisor: _____

Job classification: **OFF HIGHWAY END DUMP OPERATOR**

Description:

Drives a heavy capacity truck for transporting loads of construction material. Machine is normally used off the highway working around rock crushers or excavation. Equipment is of a single rear axle type similar to dump truck, euclid and cat type trucks. May service and make necessary adjustments for proper operation of equipment. Performs other related duties.

STEPS	KEYPOINTS	SATISFACTORY
1)	Company a) Company policy i) PPE ii) Transportation & communications iii) Introduction to work environment & hazard recognition iv) Instructional procedures given to employees b) Safety orientation i) Use of safety belts ii) Function of roll-over protection iii) Proper dress iv) Equipment operation with regards to 'the do's and don'ts' a) Ground speed to haul road conditions b) Loading procedures c) Stay in vehicle when it is being loaded d) Adhering to traffic patterns e) Dumping in dump areas f) Controlling dump beds g) Engine overspeeding v) Stockpiling vi) Loaded and dumping vehicles have the right of way vii) Load, grade and terrain limitations of equipment	Yes () No ()
2)	Demonstrated abilities a) Pre-shift inspection check list i) Check equipment for loose bolts, leaks: oil, air, hydraulic and water ii) Make sure area around the equipment is clear of people and other equipment iii) Check for fire extinguisher iv) Make sure that the following equipment is operational a) Brakes b) Lights c) Back-up alarms d) Hand rails & access ladders or steps e) Seat belts f) Tires g) Glass, wipers h) Gauges: temp., oil, air, & fuel v) Notify supervision of any equipment that is not operational vi) The operator can park or side line a piece of equipment that is unsafe to operate if it poses a danger or hazard to employees or property	Yes () No ()
3)	Identification of equipment controls	Yes () No ()
4)	Loading techniques a) Parking into load patterns	Yes () No ()
5)	Shifting and hauling	Yes () No ()
6)	Stockpiling	Yes () No ()
7)	Dumping in traps and over spoil edge	Yes () No ()
8)	Dumping in fill area/lowering dump bed	Yes () No ()
9)	Backing with the use of mirrors	Yes () No ()
10)	Parking and shut-down procedures a) Equipment line-up i) Straight line ii) Allow easy access for service b) Turn off all accessories c) Use park brake d) Perform a general walk around looking for items for maintenance	Yes () No ()

EQUIPMENT SPECIFIC PERFORMANCE EVALUATION

Date: _____

Employee Name: _____

Supervisor: _____

Job classification: **FRONT END LOADER OPERATOR**

Description:

Operates a rubber tire or crawler type tractor with an attached bucket on front end. Moves levers to raise, lower, and dump contents of bucket. Machine is used to load materials from stockpiles, excavation, loading trucks. May make necessary adjustments to equipment as needed. Performs other related duties.

STEPS	KEYPOINTS	SATISFACTORY
1)	Company	Yes () No ()
	a) Company policy	
	i) PPE	
	ii) Transportation & communications	
	iii) Introduction to work environment & hazard recognition	
	iv) Instructional procedures given to employees	
	b) Safety orientation	
	i) Use of safety belts	
	ii) Function of roll-over protection	
	iii) Proper dress	
	iv) Equipment operation with regards to 'the do's and don'ts'	
	a) Ground speed to haul road conditions	
	b) Loading procedures	
	c) Managing traffic patterns	
	d) Engine overspeeding	
	v) Stockpiling	
	vi) Loaded and dumping vehicles have the right of way	
	vii) Load, grade and terrain limitations of equipment	
2)	Demonstrated abilities	Yes () No ()
	a) Pre-shift inspection check list	
	i) Check equipment for loose bolts, leaks: oil, air, hydraulic and water	
	ii) Make sure area around the equipment is clear of people and other equipment	
	iii) Check for fire extinguisher	
	iv) Make sure that the following equipment is operational	
	a) Brakes	
	b) Lights	
	c) Back-up alarms	
	d) Hand rails & access ladders or steps	
	e) Seat belts	
	f) Tires	
	g) Glass, wipers	
	h) Gauges: temp., oil, air, & fuel	
	v) Notify supervision of any equipment that is not operational	
	vi) The operator can park or side line a piece of equipment that is unsafe to operate if it poses a danger or hazard to employees or property	
3)	Identification of equipment controls	Yes () No ()
4)	Loading techniques	Yes () No ()
	a) Use of bucket and controls	
	b) Crowding the pile	
	c) Pump loading, etc.	
	d) Loading patterns	
	e) Loading trucks	
	f) Loading scrapers	
5)	Control handling of contaminated soils	Yes () No ()
6)	Shifting and hauling	Yes () No ()
7)	Stockpiling	Yes () No ()
8)	Mixing and moisture conditioning	Yes () No ()
9)	Feeding crusher	Yes () No ()
10)	Rough cut and fill	Yes () No ()
11)	Spreading material	Yes () No ()
12)	Parking and shut-down procedures	Yes () No ()
	a) Equipment line-up	
	i) Straight line	
	ii) Allow easy access for service	
	b) Turn off all accessories	
	c) Lower bucket to the ground	
	d) Perform a general walk around looking for items for maintenance	

EQUIPMENT SPECIFIC PERFORMANCE EVALUATION

Date: _____

Employee Name: _____

Supervisor: _____

Job classification: **MOTOR GRADER OPERATOR**

Description:

Rides in control cab of motor grader and moves levers and hand wheels to guide machine and regulate the scraper blade. Blade is mounted on a carrying and turning circle at the front of the machine. Equipment is used to level, or mix soils and aggregates to grade and lay asphalt and flexible base materials. This work may be subject to strict inspection and must conform closely to specifications. May make necessary adjustments to equipment as needed. Performs other related duties.

STEPS	KEYPOINTS	SATISFACTORY
1)	Company	Yes () No ()
	a) Company policy	
	i) PPE	
	ii) Transportation & communications	
	iii) Introduction to work environment & hazard recognition	
	iv) Site health and safety plan location	
	v) HAZWOPER training required	
	b) Safety orientation	
	i) Use of safety belts	
	ii) Function of roll-over protection	
	iii) Proper dress	
	iv) Equipment operation with regards to " the do's and don'ts "	
	a) Ground speed to haul road conditions	
	b) Different traffic patterns	
	c) Engine overspeeding	
	d) Dusty conditions restrict visibility, etc.	
	v) Turning vehicle around in congested area	
	vi) Backing	
	vii) Loaded and dumping vehicles have the right of way	
	viii) Load, grade and terrain limitations of equipment	
2)	Demonstrated abilities	Yes () No ()
	a) Pre-shift inspection check list	
	i) Check equipment for loose bolts, leaks: oil, air, hydraulic and water	
	ii) Make sure area around the equipment is clear of people and other equipment	
	iii) Check for fire extinguisher	
	iv) Make sure that the following equipment is operational	
	a) Brakes	
	b) Lights	
	c) Back-up alarms	
	d) Hand rails & access ladders or steps	
	e) Seat belts	
	f) Tires	
	g) Glass, wipers	
	h) Gauges: temp., oil, air, & fuel	
	v) Notify supervision of any equipment that is not operational	
	vi) The operator can park or side line a piece of equipment that is unsafe to operate if it poses a danger or hazard to employees or property	
3)	Identification of equipment controls	Yes () No ()
4)	Leveling and scraping techniques	Yes () No ()
	a) Use of levers	
	b) Use of cutting edge	
	c) Controlling front wheel tilt	
	d) Controlling crab motion	
5)	Shifting and traveling with loaded moe board	Yes () No ()
6)	Rough cut and fill	Yes () No ()
7)	Spreading material	Yes () No ()
8)	Fine grading	Yes () No ()
9)	Parking and shut-down procedures	Yes () No ()
	a) Equipment line-up	
	i) Straight line	
	ii) Allow easy access for service	
	b) Turn off all accessories	
	c) Lower moe board to the ground	
	d) Perform a general walk around looking for items for maintenance	

EQUIPMENT SPECIFIC PERFORMANCE EVALUATION

Date: _____

Employee Name: _____

Supervisor: _____

Job classification: **FORKLIFT OPERATOR**

Description:

A specialized piece of equipment designed to lift loads of various types from one point and transport to another. The forklift is on a truck type body that can operate in somewhat unlevel ground to load trucks with specified materials.

STEPS	KEYPOINTS	SATISFACTORY
1)	Company a) Company policy i) PPE ii) Transportation & communications iii) Introduction to work environment & hazard recognition iv) Instructional procedures given to employee b) Safety orientation i) Use of safety belts ii) Function of roll-over protection iii) Proper dress iv) Equipment operation with regards to 'the do's and don'ts' a) Ground speed to haul road conditions b) Loading and unloading procedures c) Keeping load close to the ground when traveling and/or unloading d) Operating forklift with the knowledge of uneven ground conditions and the ability to maintain the lift with a balanced load to prevent turnover v) Load, grade and terrain limitations of equipment	Yes () No ()
2)	Demonstrated abilities a) Pre-shift inspection check list i) Check equipment for loose bolts, leaks: oil, air, hydraulic and water ii) Make sure area around the equipment is clear of people and other equipment iii) Check for fire extinguisher iv) Make sure that the following equipment is operational a) Safety devices b) Condition of forks c) Brakes d) Lights e) Back-up alarms f) Hand rails & access ladders or steps g) Seat belts h) Tires i) Glass, wipers j) Gauges: temp., oil, air, & fuel k) Clean on the inside: no trash, rags, etc. l) Warning decals in place and legible v) Fill out pre-operation check list form	Yes () No ()
3)	Identification of equipment controls	Yes () No ()
4)	Loading techniques	Yes () No ()
5)	Hauling and transporting of material on level and unlevel ground conditions	Yes () No ()
6)	Moving in and around machinery with loads and empty	Yes () No ()
7)	Parking and shut-down procedures a) Equipment line-up i) Straight line ii) Allow easy access for service b) Turn off all accessories c) Perform a general walk around looking for items for maintenance	Yes () No ()

EQUIPMENT SPECIFIC PERFORMANCE EVALUATION

Date: _____

Employee Name: _____

Supervisor: _____

Job classification: **CRANE OPERATOR**

Description:

This equipment is used for such work as hoisting or lowering material or equipment that requires close conformance to specifications and is subjected to a strict inspection. Equipment may be used for other miscellaneous tasks for which stick type equipment is required. May include hoisting or lowering of workers in aerial baskets. Performs other related duties.

STEPS	KEYPOINTS	SATISFACTORY
1)	Company Orientation a) Company Policy i) PPE ii) Transportation and communications iii) Introduction to work environment and hazard recognition iv) Instructional procedures given to employees b) Safety Orientation i) Use of safety belts ii) Function of roll-over protection iii) Proper dress iv) Equipment operation with regards to 'the do's and don't's' a) Operating near overhead power lines (electrocution) b) Testing the load and proper load balance. c) Working in and around other heavy equipment d) Positioning of personnel working with or near the operation. e) Use of approved and rated chains, hooks, cables and slings. f) Proper use of tag lines. g) Limits of boom and hoist operations. v) Load, grade and terrain limitations of equipment	Yes () No ()
2)	Demonstrated abilities a) Pre-shift inspection check list i) Check equipment for loose bolts, leaks; oil, hydraulic and water ii) Make sure area around the equipment is clear of people and other equipment iii) Check for fire extinguisher iv) Check hoist cables and mechanisms for defects v) Check chains, cables, and hooks for defects and proper rating. vi) Make sure the following equipment is operational a) Brakes b) Lights c) Back-up alarms and horn d) Hand rails & access ladders or steps e) Seat belts f) Tires if applicable g) Glass, wipers h) Gauges: temp., oil, & fuel vii) Notify supervision of any equipment that is not operational viii) The operator can park or side line a piece of equipment that is unsafe to operate if it poses a danger or hazard to employees or property	Yes () No ()
3)	Identification of equipment controls	Yes () No ()
4)	Hoisting and Lowering Techniques a) Crane-operation hand signals b) Testing the load and load limits c) Correct placement of outriggers d) Aware of surroundings and personnel near the swing radius e) Use of tag lines to stabilize load f) Can arrange controls and boom for travel g) Speed in relation to terrain (controlled speed) h) Hoist and lift material/equipment i) Obey hand signals properly j) Select proper cables, hooks, or chains for lift k) Parking and shut-down procedures l) Equipment line-up i) Straight line and level area ii) Allow easy access for service m) Turn off all accessories n) Transmission in neutral with safety lock engaged, boom at rest o) Set parking brake and/or chock wheels p) Perform a general walk around looking for items for maintenance	Yes () No ()

EQUIPMENT SPECIFIC PERFORMANCE EVALUATION

Date: _____

Employee Name: _____

Supervisor: _____

Job classification: **AGRICULTURE TRACTORS**

Description:

Operates a large tractor with a hitch to till, plow or level soil. This work is subject to strict inspection and must conform closely to specifications. This equipment may be used to pull spreaders or other types of equipment used to condition the soil. Performs other related duties.

STEPS	KEYPOINTS	SATISFACTORY
1)	Company a) Company policy i) PPE ii) Transportation & communications iii) Introduction to work environment & hazard recognition iv) Instructional procedures given to employees b) Safety orientation i) Use of safety belts ii) Function of roll-over protection iii) Proper dress iv) Equipment operation with regards to " the do's and don'ts " a) Ground slopes and tilt limits b) Proper pulling techniques for equipment c) Proper hook up procedures d) Correct turning procedures v) Loaded and dumping vehicles have the right of way vi) Plowing or tilling operations a) Underground utilities (if applicable) vii) Operating around ground personnel 8. Grade and terrain limitations of equipment	Yes () No ()
2)	Demonstrated abilities a) Pre-shift inspection check list i) Check equipment for loose bolts, leaks; oil, air , hydraulic and water ii) Make sure area around the equipment is clear of people and other equipment iii) Check for guards over rotating shafts, pinch points, PTO and other hazardous areas. iv) Check for fire extinguisher v) Make sure that the following equipment is operational a) Brakes b) Lights c) Back-up alarms (if applicable) d) Hitch component e) Seat belts f) Tires g) Glass, wipers h) Gauges: temp., oil, air, & fuel i) Audible horn vi) Notify supervision of any equipment that is not operational vii) The operator can park or side line a piece of equipment that is unsafe to operate if it poses a danger or hazard to employees or property	Yes () No ()
3)	Identification of equipment controls	Yes () No ()
4)	Plowing or tilling techniques	Yes () No ()
5)	Use spreader or other equipment a) Parking and shut-down procedures b) Equipment line-up i) Straight line and level ground ii) Allow easy access for service c) Turn off all accessories d) Set park brake e) Lower equipment on hitch (if applicable) f) Perform a general walk around looking for items for maintenance	Yes () No ()

EQUIPMENT SPECIFIC PERFORMANCE EVALUATION

Date: _____

Employee Name: _____

Supervisor: _____

Job classification: **TERRAGATOR/SPREADER**

Description:

Drives a heavy-duty terragator which is used to spread or disperse material to condition the soil. May spread or disperse material such as seed, fertilizer or manure to treat the soil. By nature of its configuration, it is used in steep or irregular slope to spread or disperse material. Performs other related duties.

STEPS	KEYPOINTS	SATISFACTORY
1)	Company	Yes () No ()
	<ul style="list-style-type: none"> a) Company policy <ul style="list-style-type: none"> i) PPE ii) Transportation & communications iii) Introduction to work environment & hazard recognition iv) Instructional procedures given to employees b) Safety orientation <ul style="list-style-type: none"> i) Use of safety belts ii) Proper dress iii) Equipment operation with regards to 'the do's and don'ts' <ul style="list-style-type: none"> a) Ground speed b) Loading procedures c) Adhering to traffic patterns d) Tilt and weight limitations iv) Loaded and dumping vehicles have the right of way v) Load, grade and terrain limitations of equipment 	
2)	Demonstrated abilities	Yes () No ()
	<ul style="list-style-type: none"> a) Pre-shift inspection check list <ul style="list-style-type: none"> i) Check equipment for loose bolts, leaks; oil, air, hydraulic and water ii) Make sure area around the equipment is clear of people and other equipment iii) Check for guards over rotating shafts, pinch points, PTO and other hazardous areas. iv) Check for fire extinguisher v) Make sure that the following equipment is operational <ul style="list-style-type: none"> a) Brakes b) Lights c) Back-up alarms d) Hand rails & access ladders or steps e) Seat belts f) Tires g) Glass, wipers h) Gauges: temp., oil, air, & fuel vi) Notify supervision of any equipment that is not operational vii) The operator can park or side line a piece of equipment that is unsafe to operate if it poses a danger or hazard to employees or property 	
3)	Identification of equipment controls	Yes () No ()
4)	Truck Weighing	Yes () No ()
	<ul style="list-style-type: none"> a) Tare weights b) Gross weights 	
5)	Loading Techniques	Yes () No ()
	<ul style="list-style-type: none"> a) Parking into load patterns b) Bed preparation for material 	
6)	Shifting and Hauling	Yes () No ()
7)	Backing with the use of mirrors	Yes () No ()
	<ul style="list-style-type: none"> a) Spreading Material (e.g., soil, fertilizer, lime seeds, etc.) b) Parking and shut-down procedures c) Equipment line-up <ul style="list-style-type: none"> i) Straight line ii) Allow easy access for service d) Turn off all accessories e) Use park brake f) Perform a general walk around looking for items for maintenance 	