

STATE OF CALIFORNIA DEPARTMENT OF FORESTRY AND FIRE PROTECTION POSITION ESSENTIAL FUNCTIONS DUTIES STATEMENT PO-199 (06/16)		Working Title of Position Heavy Fire Equipment Operator (HFEO)	
		Division and/or Subdivision Southern Region / San Diego Unit	
INSTRUCTIONS: The Director is required by Government Code Section 19818.12 to report (or to record) "...material changes in the duties of any position in his or her jurisdiction". The Position Essential Functions Duties Statement is used for this purpose. Enter identifying information and effective date at the right. Enter brief description of each of the important duties and responsibilities of the position below. Group related duties in numbered paragraphs and indicate the percentage of total time occupied. Indicate the "essential functions" of the position by placing an asterisk (*) in front of those individual duties you determine to be essential to the job. Discuss the duties with the employee assigned to the position. Both the employee and supervisor sign the document where indicated. The supervisor retains the original document and provides a copy to the employee.		Location of Headquarters San Diego Unit / Puerta La Cruz Camp	
		Class Title of Position Heavy Fire Equipment Operator	
		Position Number 542-VAR-6387-VAR	
		Effective Date 11/25/2025	
Percentage of Time Required	Effective on the date indicated, the employee assigned to the position identified above performs the following duties and responsibilities.		
40%	The Heavy Fire Equipment Operator (HFEO), under the general supervision of the Assistant Chief, is responsible for: *Operates heavy bulldozers, motor-graders, heavy-duty transports, trucks, and other types of heavy equipment used in fire suppression work, road maintenance projects and in other wildland protection and conservation project work. *Read and understand maps to determine location of projects and types of terrain to be worked. *Operate equipment on steep, narrow, rocky, mountain roads both paved and unpaved, and under hazardous conditions. *Assists the Unit Hired Equipment Coordinator with various duties and responsibilities.		
30%	*Performs vehicle maintenance and repair which may include preventive maintenance service, tune-ups, brake relining and adjustment, disassembly and assembly for overhaul, welding, limited body repair and lubrication.		
10%	*Oversees the work of seasonal or permanent CAL FIRE employees or inmates, wards, residents from the Conservation Camp on fire line assignments, road construction assignments, forestry conservation projects and work projects.		
10%	*Assists mechanics in making major mechanical repairs to heavy bulldozers, motor-graders, heavy-duty transports, trucks, and other types of mobile equipment.		
5%	*Maintains simple records and written reports of work performed. *Trains others in safe practices in the use and repair of heavy equipment vehicles.		
*These are the essential functions for this position. Essential functions are those functions that the individual who holds the position must be able to perform unaided or with the assistance of a reasonable accommodation.			
Equal Employment Opportunity (EEO) Statement: All CAL FIRE employees are expected to conduct themselves in a professional manner that demonstrates respect for all employees and others they come in contact with during work hours, during work related activities, and anytime they represent the department. Additionally, all CAL FIRE employees are responsible for promoting a safe and secure work environment free from discrimination, harassment, inappropriate conduct, or retaliation.			
Job qualifications and/or conditions of employment: The Unit expects a two-year commitment for all permanent assignments before granting transfer eligibility. May be required to work nights, weekends or holidays in support of emergency incidents. *See page two for other conditions of employment.			
"We have discussed this document in its entirety and understand the duties of this position."			
Employee Signature _____		Date _____	
Supervisor Signature _____		Date _____	
Personnel use only ☐ Posted to Directory		Initials and date _____	

Percentage of Time
Required

Effective on the date indicated, the employee assigned to the position identified above performs the following duties and responsibilities.

5%

Other duties as required.

*These are the essential functions for this position. Essential functions are those functions that the individual who holds the position must be able to perform unaided or with the assistance of a reasonable accommodation.

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Job qualifications and/or conditions of employment:

The Unit expects a two-year commitment for all permanent assignments before granting transfer eligibility. May be required to work nights, weekends or holidays in support of emergency incidents.

Maintains the Arduous Fitness Standard in accordance with Department policy. The incumbent is required to wear respiratory protection equipment, including self-contained breathing apparatus (SCBA). As such Cal/OSHA requires the incumbent to be annually medically cleared to be fit-tested for respiratory protection equipment.

PREA Clearance: Positions located at a Camp or requiring the supervision of inmates requires compliance with the Prison Rape Elimination Act (PREA). Compliance is determined by completing a Live Scan prior to appointment and during the course of employment to verify the standards of the Code of Federal Regulations Part 115 Prison Rape Elimination Act National Standards are met.

"We have discussed this document in its entirety and understand the duties of this position."

Employee Signature

Date

Supervisor Signature

Date

Personnel use only

☐ Posted to Directory

Initials and Date