



WASHINGTON COUNTY, ARKANSAS
County Courthouse

MEETING OF THE
WASHINGTON COUNTY QUORUM COURT
COUNTY SERVICES COMMITTEE

Monday, April 4, 2022
6:00 P.M.
Washington County Quorum Court Room

Robert Dennis
Suki Highers
Butch Pond

Sam Duncan - Chair

Sean Simons
Evelyn Rios Stafford
Jim Wilson-Vice-Chair

A G E N D A

1. CALL TO ORDER AND WELCOME

2. PRAYER AND PLEDGE

3. ADOPTION OF AGENDA

At the beginning of each meeting, the agenda shall be approved. Any JP may request an item be added or removed from the agenda subject to approval of the Committee.

NEW BUSINESS

4. PRESENTATION OF PROPOSED ROAD DEPARTMENT SALARY PROGRAM (4.1-4.4)

5. ERA UPDATE

6. A RESOLUTION OF THE QUORUM COURT OF WASHINGTON COUNTY, ARKANSAS EXPRESSING APPRECIATION TO THE ARKANSAS COALITION OF MARSHALLESE; ARKANSAS IMMIGRANT DEFENSE; ARKANSAS UNITED; THE HISPANIC WOMEN'S ORGANIZATION OF ARKANSAS; THE MARSHALLESE EDUCATIONAL INITIATIVE; AND ROOTED NORTHWEST ARKANSAS FOR THEIR SERVICE AND DEDICATION TO THE COMMUNITY Item 22-R-004 (6.1)

7. PUBLIC COMMENT

Twelve-minute comment period with a three-minute limit for each individual to comment on items on the agenda.

8. ADJOURNMENT

Trainee/Laborer (EQ-1)

New hire with fewer than 3 years of experience.

Maintenance Worker (EQ-2)

After six months with the Washington County Road Department as an EQ-1, advancement to EQ-2 Maintenance Worker is automatic so long as the employee has adjusted well to County policies and regulations, acquired a Class A or B CDL, and demonstrates a basic understanding his/her job specialty (the crew to which he or she is assigned).

Junior Operator (EQ-3)

Upon completion of 10 months as an EQ-2 (a total of 16 months employment with the County Road Department), advancement to EQ-3 is dependent upon a demonstration of an advanced understanding of his/her job specialty, a demonstration of basic job performance, no disciplinary actions, and a recommendation by his/her immediate supervisor.

Operator (EQ-4)

- After 20 months as an EQ-3, an employee shall be eligible for advancement to an EQ-4 by recommendation of a supervisor. Following the written recommendation to the Promotion Board, the employee must:
 1. Complete all Level 3 training tasks, and
 2. Achieve at least 140 EAPS points.
**14 point max TIG; 6 point max TIS*
- A new hire with more than 3 years of verifiable experience may be considered for employment as an EQ-4.

Operator 2 (EQ-5)

- After 24 months as an EQ-4, an employee shall be eligible for advancement to an EQ-5 by recommendation of a supervisor. Following the written recommendation to the Promotion Board, the employee must:
 1. Complete all Level 5 training tasks, and
 2. Achieve at least 178 EAPS points.
**28 point max TIG; 14 point max TIS*
- A new hire with more than 5 years of verifiable experience may be considered for employment as an EQ-5.

Senior Operator (EQ-6) - 8 years TIS, 23 months TIG, and awarded the 7-skill level

- After 36 months as an EQ-5, an employee shall be eligible for advancement to an EQ-6 by recommendation of a supervisor. Following the written recommendation to the Promotion Board, the employee must:
 1. Complete all Level 7 training tasks, and
 2. Achieve at least 195 EAPS points.

**36 point max TIG; 20 point max TIS*

- A new hire with more than 8 years of verifiable experience may be considered for employment as an EQ-6.

Master Operator (EQ-7)

- After 24 months as an EQ-6, an employee shall be eligible for advancement to an EQ-7 by recommendation of a supervisor. Following the written recommendation to the Promotion Board, the employee must:
 1. Achieve at least 200 EAPS points.
**48 point max TIG; 20 point max TIS*
- A new hire with more than 10 years of verifiable experience may be considered for employment as an EQ-7.

Senior Master Operator (EQ-8)

- After 24 months as an EQ-7, an employee shall be eligible for advancement to an EQ-8 by recommendation of a supervisor. Following the written recommendation to the Promotion Board, the employee must:
 1. Achieve at least 205 EAPS points.
**48 point max TIG; 22 point max TIS*
- A new hire with at least 12 years of verifiable experience may be considered for employment as an EQ-8.

Crew Lead (EQ-9)

After 24 months as an EQ-8, and upon the potential opening in a current EQ-9 position, an employee shall be eligible for advancement to an EQ-9 by recommendation of the Road Superintendent, Assistant Road Superintendent, or Field Supervisor. Following the written recommendation, the employee must complete at least 14 hours of leadership training, approved by the County Judge, within a 12 month period of the written recommendation. Upon completion, the Executive Promotion Board, consisting of the Road Superintendent, Assistant Road Superintendent, Field Superintendent, Chief of Staff, and County Judge, shall meet and vote on promotion. The employee must receive the support of a majority of the Executive Promotion Board to be promoted to an EQ-9.

EAPS: Employee Assessment Promotion System

- **.5 points per month TIG**
- **2 points per year TIS**
- **Specialty Knowledge Test points**
- **EPR points* (only the most recent EPRs will be considered)**

EPR: Evaluation Performance Report

TIG: Time in Grade

TIS: Time in Service

SKT: Specialty Knowledge Test

****2 EPRs shall be used for EQ-4 promotion; 3 EPRs shall be used for EQ-5 through EQ-8 promotions.***

The Promotion Board shall consist of the Road Superintendent, Assistant Road Superintendent, Field Superintendent, and the employee's Supervisor. The Promotion Board shall sit and verify each employee's eligibility for promotion.

TIME IN SERVICE/EXP	EQ-1	EQ-2	EQ-3	EQ-4	EQ-5	EQ-6	EQ-7	EQ-8	EQ-9		ADM-1	ADM-2
2 or less	\$ 14.95	\$ 15.45	\$ 16.22	N/A	N/A	N/A	N/A	N/A	N/A		\$ 14.84	N/A
Over 2	\$ 14.95	\$ 15.95	\$ 16.72	N/A	N/A	N/A	N/A	N/A	N/A		\$ 15.31	N/A
Over 3	\$ 14.95	\$ 15.95	\$ 17.22	\$ 17.61	N/A	N/A	N/A	N/A	N/A		\$ 15.78	N/A
Over 4	\$ 14.95	\$ 15.95	\$ 17.61	\$ 18.11	\$ 20.61	N/A	N/A	N/A	N/A		\$ 16.25	N/A
Over 6	\$ 14.95	\$ 15.95	\$ 17.61	\$ 18.61	\$ 21.11	N/A	N/A	N/A	N/A		\$ 17.19	\$ 21.25
Over 8	\$ 14.95	\$ 15.95	\$ 17.61	\$ 19.11	\$ 21.61	\$ 22.11	N/A	N/A	N/A		\$ 18.13	\$ 22.81
Over 10	\$ 14.95	\$ 15.95	\$ 17.61	\$ 19.61	\$ 22.11	\$ 22.61	\$ 23.11	\$ 24.11	N/A		\$ 19.06	\$ 23.75
Over 12	\$ 14.95	\$ 15.95	\$ 17.61	\$ 20.11	\$ 22.61	\$ 23.11	\$ 23.61	\$ 24.61	\$ 28.61		\$ 20.00	\$ 24.69
Over 14	\$ 14.95	\$ 15.95	\$ 17.61	\$ 20.11	\$ 23.11	\$ 23.61	\$ 24.11	\$ 25.11	\$ 29.86		\$ 20.94	\$ 25.63
Over 16	\$ 14.95	\$ 15.95	\$ 17.61	\$ 20.11	\$ 23.61	\$ 24.11	\$ 24.61	\$ 25.61	\$ 31.11		\$ 21.88	\$ 26.56
Over 18	\$ 14.95	\$ 15.95	\$ 17.61	\$ 20.11	\$ 24.11	\$ 24.61	\$ 25.11	\$ 26.11	\$ 32.36		\$ 22.81	\$ 27.50
Over 20	\$ 14.95	\$ 15.95	\$ 17.61	\$ 20.11	\$ 24.11	\$ 25.11	\$ 25.61	\$ 26.61	\$ 33.61		\$ 23.75	\$ 28.44
Over 22	\$ 14.95	\$ 15.95	\$ 17.61	\$ 20.11	\$ 24.11	\$ 25.11	\$ 26.11	\$ 27.11	\$ 33.93		\$ 24.69	\$ 28.44
Over 24	\$ 14.95	\$ 15.95	\$ 17.61	\$ 20.11	\$ 24.11	\$ 25.11	\$ 26.61	\$ 27.61	\$ 34.24		\$ 24.69	\$ 28.44
Over 26	\$ 14.95	\$ 15.95	\$ 17.61	\$ 20.11	\$ 24.11	\$ 25.11	\$ 27.11	\$ 28.11	\$ 34.55		\$ 24.69	\$ 28.44
Over 28	\$ 14.95	\$ 15.95	\$ 17.61	\$ 20.11	\$ 24.11	\$ 25.11	\$ 27.11	\$ 28.61	\$ 34.86		\$ 24.69	\$ 28.44
Over 30	\$ 14.95	\$ 15.95	\$ 17.61	\$ 20.11	\$ 24.11	\$ 25.11	\$ 27.11	\$ 28.61	\$ 34.86		\$ 24.69	\$ 28.44
Over 32	\$ 14.95	\$ 15.95	\$ 17.61	\$ 20.11	\$ 24.11	\$ 25.11	\$ 27.11	\$ 28.61	\$ 34.86		\$ 24.69	\$ 28.44
Over 34	\$ 14.95	\$ 15.95	\$ 17.61	\$ 20.11	\$ 24.11	\$ 25.11	\$ 27.11	\$ 28.61	\$ 34.86		\$ 24.69	\$ 28.44
Over 36	\$ 14.95	\$ 15.95	\$ 17.61	\$ 20.11	\$ 24.11	\$ 25.11	\$ 27.11	\$ 28.61	\$ 34.86		\$ 24.69	\$ 28.44
Over 38	\$ 14.95	\$ 15.95	\$ 17.61	\$ 20.11	\$ 24.11	\$ 25.11	\$ 27.11	\$ 28.61	\$ 34.86		\$ 24.69	\$ 28.44
Over 40	\$ 14.95	\$ 15.95	\$ 17.61	\$ 20.11	\$ 24.11	\$ 25.11	\$ 27.11	\$ 28.61	\$ 34.86		\$ 24.69	\$ 28.44

TIME IN SERVICE/EXP	ME-1	ME-2	ME-3	ME-4	ME-5
2 or less	\$ 20.91	N/A	N/A	N/A	N/A
Over 2	\$ 20.91	N/A	N/A	N/A	N/A
Over 3	\$ 20.91	N/A	N/A	N/A	N/A
Over 4	\$ 20.91	\$ 21.56	N/A	N/A	N/A
Over 6	\$ 20.91	\$ 22.20	N/A	N/A	N/A
Over 8	\$ 20.91	\$ 22.83	\$ 23.53	N/A	N/A
Over 10	\$ 20.91	\$ 23.53	\$ 23.85	\$ 27.81	N/A
Over 12	\$ 20.91	\$ 23.53	\$ 24.51	\$ 28.53	N/A
Over 14	\$ 20.91	\$ 23.53	\$ 25.20	\$ 29.19	N/A
Over 16	\$ 20.91	\$ 23.53	\$ 26.14	\$ 29.84	\$ 30.50
Over 18	\$ 20.91	\$ 23.53	\$ 26.14	\$ 30.50	\$ 31.13
Over 20	\$ 20.91	\$ 23.53	\$ 26.14	\$ 30.50	\$ 31.75
Over 22	\$ 20.91	\$ 23.53	\$ 26.14	\$ 30.50	\$ 32.69
Over 24	\$ 20.91	\$ 23.53	\$ 26.14	\$ 30.50	\$ 34.25
Over 26	\$ 20.91	\$ 23.53	\$ 26.14	\$ 30.50	\$ 35.19
Over 28	\$ 20.91	\$ 23.53	\$ 26.14	\$ 30.50	\$ 36.13
Over 30	\$ 20.91	\$ 23.53	\$ 26.14	\$ 30.50	\$ 37.06
Over 32	\$ 20.91	\$ 23.53	\$ 26.14	\$ 30.50	\$ 37.06
Over 34	\$ 20.91	\$ 23.53	\$ 26.14	\$ 30.50	\$ 37.06
Over 36	\$ 20.91	\$ 23.53	\$ 26.14	\$ 30.50	\$ 37.06
Over 38	\$ 20.91	\$ 23.53	\$ 26.14	\$ 30.50	\$ 37.06
Over 40	\$ 20.91	\$ 23.53	\$ 26.14	\$ 30.50	\$ 37.06

Title	Salary MIN.	96% of Market	Market Rate	Salary Max.
SUPERVISOR	\$51,283.00	\$59,976.96	\$62,476.00	\$70,175.04
FIELD SUPERINTENDENT	\$59,660.64	\$63,638.00	\$66,289.60	\$72,918.56
ASSISTANT SUPERINTENDENT	\$62,361.00	\$75,781.00	\$78,938.00	\$103,410.00
ROAD SUPERINTENDENT	\$77,347.00	\$93,992.00	\$97,908.00	\$128,260.00

Salary rates are based on year end evaluation and development scoring. Salary will be reviewed yearly based on these conditions. Salary may fluctuate less or more than current pay but not to exceed salary max.

**Pay Scale Shall be reviewed once every 3 years to maintain competitive scale to industry.
Pay scale will be adjusted yearly based on the Federal COLA increase.**

Proficiency Code Key		
	Scale Value	Definition: The individual
Task Performance Levels	1	Can do simple parts of the task. Needs to be told or shown how to do most of the task. (Extremely Limited)
	2	Can do most parts of the task. Needs only help on hardest parts. (Partially Proficient)
	3	Can do all parts of the task. Needs only a spot check of completed work. (Competent)
	4	Can do the complete task quickly and accurately. Can tell or show others how to do the task. (Highly Proficient)
Task Knowledge Levels	A	Can name parts, tools, and simple facts about the task. (Nomenclature)
	B	Can determine step by step procedures for doing the task. (Procedures)
	C	Can identify why and when the task must be done and why each step is needed. (Operating Principles)
	D	Can predict, isolate, and resolve problems about the task. (Advanced Theory)
Explanations * This mark is used with a task performance to indicate skill level required and scale value to define a level of knowledge for a specific task. (Example: 2 and C) # This mark is used alone to define that a level of knowledge for a subject is not required for a subject at that current skill level. – This mark is used alone instead of a scale value to show that no additional proficiency training is needed in the course. ♦ This mark is used with a task performance for skill level 7 requirements.		

1. Tasks, Knowledge And Technical References	2. Core Tasks		3. Certification For OJT					4. Proficiency Codes Used To Indicate Training / Information Provided (See Explanations)						
	A	B	A	B	C	D	E	A		B		C		
	3 Level	5 Level	7 Level	Tng Start	Tng Comp	Trainee Initials	Trainer Initials	Certifier Initials	PERFORMANCE	KNOWLEDGE	PERFORMANCE	KNOWLEDGE	PERFORMANCE	KNOWLEDGE
1. Civil Engineer (CE) Common Core Concepts Courses														
1.1. Accomplish CE 5-Level Core Concepts Course	*								-	-	2	B	4	D
1.2. Accomplish CE 7-Level Core Concepts Course			♦								3	C	4	D
COMPUTE MATERIAL REQUIREMENTS FOR:														
5.3.2. Subgrade/Base course	*								1	A	4	B	3	D
5.3.3. Asphalt (hot and cold mix)	*								1	A			4	D
5.3.4. Concrete	*								2	A	4	B	4	C
6. Powered AND Safety Equipment														
6.1. Eye protectors	*								4	D	4	D	4	D
6.1.2. Ear protectors	*								4	D	4	D	4	D
6.1.3. Safety helmets	*								4	D	4	D	4	D
6.1.4. Respirators	*								4	D	4	D	4	D
6.1.5. Gloves	*								4	D	4	D	4	D
6.1.6. Safety shoes	*								4	D	4	D	4	D
6.1.7. Seat belts	*								4	D	4	D	4	D
6.2. Gasoline Engines														
6.2.1. Components & Theory of Operations	*								4	A	4	D	-	-
6.2.2. Perform operator checks	*								2	B	4	D	-	-
6.3. Small engine malfunctions	*								2	A	2	B	3	C
6.3.1 Troubleshoot small engine malfunctions	*								2	A	3	C	-	-
6.4. Use powered equipment														
6.4.1. Chain saw	*								4	C	4	D	-	-
6.4.2. Generator	*								4	C	4	D	-	-
6.4.3. Air Compressor														
6.4.3.1. Perform Operational Checks	*								2	B	4	D	-	-
6.4.3.2. Perform operator maintenance	*								2	B	4	D	-	-
6.4.3.3. Operate	*								2	B	4	D	-	-
6.4.4. Use air compressor accessories														
6.4.4.1. Pneumatic drill	*								2	B	4	D	-	-
6.4.4.2. Pneumatic hammer with attachments	*								2	B	3	C	4	D
6.4.4.3. Pneumatic tamper	*								2	B	3	C	4	D
6.5. Pump Fundamentals														
6.5.1. Centrifugal	*								3	D	4	D	-	-
6.5.2. Diaphragm	*								3	D	4	D	-	-
7. Earth Moving and Excavation Equipment														
7.1. Dump truck														
7.1.1. Perform operational checks	*								4	D	-	-	-	-
7.1.2. Perform operator maintenance	*								4	D	-	-	-	-

7.2. Operate														
7.2.1. Haul material	*								3	C	4	D	-	-
7.2.2. Dump material	*								3	C	4	D	-	-
7.2.3. Spread material	*								2	C	4	D	-	-
7.2.4. Tow equipment	*								3	C	4	D	-	-
7.2.5. Tailgate														
7.2.5.1. Removal	*								4	D	-	-	-	-
7.2.5.2. Installation	*								4	D	-	-	-	-
7.3. Wheel mounted front-end loader														
7.3.1. Perform operational checks	*								3	C	4	D	-	-
7.3.2. Perform operator's maintenance	*								3	C	4	D	-	-
7.3.3. Operate														
7.3.3.1. Load material into dump truck	*								3	B	3	C	4	D
7.3.3.2. Level area (spread)	*								2	B	3	C	4	D
7.3.3.3. Stockpile material	*								3	B	3	C	4	C
7.3.3.4. Backfill	*								3	B	3	C	4	D
7.3.3.5. Clamshell bucket	*								2	B	3	C	4	C
7.3.3.6. Excavate	*								2	B	3	C	4	D
7.3.4. Operate with forklift attachment:														
7.3.4.1. Load/unload material	*								2	B	3	C	4	C
7.3.4.2. Transport material	*								2	B	3	C	4	C
7.3.5. Move material using:														
7.3.5.1. Boom	*								2	B	4	D	-	-
7.3.5.2. Blade	*								2	B	4	D	-	-
7.3.6. Change attachments on loader	*								4	C	4	D	-	-
7.4. Compact Track Loader (CTL)														
7.4.1. Perform operational checks	*								4	D	-	-	-	-
7.4.2. Perform operator's maintenance	*								4	D	-	-	-	-
7.4.3. Operate using attachments such as:														
7.4.3.1. Bucket		*							2	A	3	C	-	-
7.4.3.1.1. Excavating		*							2	A	3	C	-	-
7.4.3.1.2. Backfilling		*							2	A	3	C	-	-
7.4.3.1.3. Leveling		*							2	A	3	C	-	-
7.4.3.1.4. Load Material		*							2	A	3	C	-	-
7.4.3.2. Impactor		*							1	A	3	B	-	-
7.4.3.3. Forklift		*							1	A	3	B	-	-
7.4.3.4. Earth Auger		*							1	A	3	B	-	-
7.4.3.5. Sweeper		*							1	A	3	B	-	-
7.4.3.6. Wheel saw		*							1	A	3	B	-	-
7.4.3.7. Cold planer		*							1	A	3	B	-	-
7.4.3.8. Asphalt burner		*							1	A	3	B	-	-
7.4.3.9. Concrete mixer		*							1	A	3	B	-	-
7.4.4. Change attachments on CTL		*							1	A	3	B	-	-
7.4.5. Tow equipment		*							2	A	3	C	-	-
7.5. Motorized Scrapers														
7.5.1. Operational checks		*							4	A	4	B	4	D
7.5.2. Operator maintenance		*							4	A	4	B	4	D

7.5.3. Operate														
7.5.3.1. Excavate		*						#	#	2	B	4	D	
7.5.3.2. Haul material		*						#	#	2	B	4	D	
7.5.3.3. Dump material		*						#	#	2	B	4	D	
7.5.3.4. Spread material		*						#	#	2	B	4	D	
7.6. Graders														
7.6.1. Perform operational checks	*							4	D	-	-	-	-	
7.6.2. Perform operator maintenance	*							4	D	-	-	-	-	
7.6.3. Perform grader operations such as:														
7.6.3.1. Ditching	*							1	B	3	C	4	D	
7.6.3.2. Sloping banks		*						2	B	-	-	4	D	
7.6.3.3. Spreading material	*							2	B	3	D	4	D	
7.6.3.4. Leveling materials	*							2	B	3	C	4	D	
7.6.3.5. Maintaining unpaved surfaces	*							1	B	3	C	4	D	
7.6.3.6. Finish grading			♦					#	#	2	B	4	D	
7.6.3.7. Scarifying materials		*						1	A	3	B	3	C	
7.6.3.8. Mixing materials	*							1	A	3	C	-	-	
7.6.4. Blade control devices	*							#	#	3	C	-	-	
7.7. Crawler tractor														
7.7.1. Perform operational checks	*							4	D	-	-	-	-	
7.7.2. Perform operator's maintenance		*						2	B	4	D	-	-	
7.7.3. Perform crawler tractor operations such as:														
7.7.3.1. Stockpiling		*						1	A	3	B	3	C	
7.7.3.2. Leveling		*						1	A	3	B	3	C	
7.7.3.3. Ditching			♦					1	A	3	B	3	C	
7.7.3.4. Ripping		*						1	A	3	B	3	C	
7.7.3.5. Winching		*						1	A	3	B	3	C	
7.7.3.6. Clearing		*						1	A	3	B	3	C	
7.7.3.7. Bank sloping			♦					1	A	3	B	3	C	
7.7.3.8. Tow equipment		*						1	A	3	B	3	C	
8. Material Handling Equipment														
8.1.1. Perform operational checks		*						2	C	3	C	4	D	
8.1.2. Perform operator maintenance		*						2	C	3	C	4	D	
8.1.3. Operate														
8.1.3.1. Couple/uncouple trailer		*						#	#	3	B	4	D	
8.1.3.2. Backing		*						#	#	3	B	4	D	
8.1.3.3. Over the road		*						#	#	3	B	4	D	
8.1.4. Secure and Transport equipment/materials														
8.1.4.1. Load/unload construction equipment		*						#	#	3	B	4	D	
8.1.4.2. Secure construction equipment using chains and binders		*						#	#	3	B	4	D	
8.1.4.3. Load/unload construction material		*						#	#	3	B	4	D	
8.1.4.4. Secure construction materials using cargo straps		*						#	#	3	B	4	D	
8.1.4.5. Utilize dunnage		*						#	#	3	B	4	D	
8.1.4.6. Employ safety principles of:														
8.1.4.6.1. Loading equipment	*							1	B	3	C	4	D	
8.1.4.6.2. Unloading equipment	*							1	B	3	C	4	D	

8.1.4.6.3. Hauling equipment		*						#	#	2	C	3	C
8.1.4.6.4. Adjusting equipment	*							1	B	3	C	4	D
8.1.4.6.5. Loading material	*							1	B	3	C	4	D
8.1.4.6.6. Unloading material	*							1	B	3	C	4	D
8.1.4.6.7. Hauling material		*						#	#	2	C	3	C
8.2. Forklift (FL)													
8.2.1. Perform operational checks	*							4	D	-	-	-	-
8.2.2. Perform operator's maintenance	*							4	D	-	-	-	-
8.2.3. Move material/equipment using:													
8.2.3.1. All Terrain (AT) FL	*							-	-	B	-	-	-
8.2.3.2. Telehandler	*							-	-	B	-	-	-
8.2.3.3. Under 10K FL	*							-	-	B	-	-	-
8.2.3.4. 10K and over FL	*							-	-	B	-	-	-
9. Hydraulic Mobile Crane													
9.1. Rigging and Lifting													
9.1.1.1. Perform load estimation			♦					#	#	#	#	4	D
9.1.1.2. Determine center of gravity			♦					#	#	#	#	4	C
9.1.1.3. Calculate sling requirements (weight, length, angle)			♦					#	#	#	#	4	D
9.1.2. Identify the handling characteristics and inspection													
9.1.2.1. Chains		*						1	A	2	B	3	C
9.1.2.2. Wire rope		*						1	A	2	B	3	C
9.1.2.3. Nylon slings		*						1	A	2	B	3	C
9.1.2.4. Shackles		*						1	A	2	B	3	C
9.1.2.5. Hooks		*						1	A	2	B	3	C
9.1.3. Rig loads to be lifted using:													
9.1.3.1. Chains		*						1	A	2	B	4	C
9.1.3.2. Wire ropes		*						1	A	2	B	4	C
9.1.3.3. Nylon slings		*						1	A	2	B	4	C
9.1.3.4. Spreader bars		*						1	A	2	B	4	C
9.1.3.5. Lifting beams		*						1	A	2	B	4	C
9.1.3.6. Taglines		*						1	A	2	B	4	C
9.2. Crane Operations													
9.2.1.1. Perform operational checks		*						1	A	2	B	4	D
9.2.1.2. Perform operator maintenance		*						1	A	2	B	4	D
9.2.1.3. Operate crane carrier			♦					#	#	2	B	4	D
9.2.1.4. Interpret load charts		*						#	#	2	B	4	D
9.2.1.5. Setup and maneuver			♦					#	#	#	#	4	D
9.2.1.6. Crane hand signals		*						#	#	2	B	4	C
9.2.1.7. Safety requirements		*						#	#	2	B	4	C
9.2.2. Operate with:													
9.2.2.1. Multi-parts-line hook block			♦					#	#	#	#	4	D
9.2.2.2. Boom extension (jib)			♦					#	#	#	#	4	D
9.2.2.3. Single-line hook (headache ball)			♦					#	#	#	#	4	D
9.2.3. Install and remove wire rope			♦					#	#	#	#	4	C
10. Support Equipment													
10.1. Industrial tractor													

10.1.1. Operational checks	*							4	D	-	-	-	-
10.1.2. Operator maintenance	*							4	D	-	-	-	-
10.1.3. Operate with attachments such as:													
10.1.3.1. Dragbox	*							2	B	4	C	4	D
10.1.3.2. Earth auger	*							2	B	4	C	4	D
10.1.4. Tow equipment	*							2	B	4	C	4	D
10.1.5. Front Mounted Broom	*							2	B	4	C	4	D
10.2. Asphalt pavers													
10.2.1. Perform operational checks	*							4	D	-	-	-	-
10.2.2. Perform operator maintenance	*							4	D	-	-	-	-
10.2.3. Plan paving operations		*						#	#	2	B	-	-
10.2.4. Operate self-propelled paver		*						#	#	3	B	4	C
10.2.5. Screed control devices	*							2	B	3	B	4	C
10.3.1. Water distributor													
10.3.1.1. Perform operational checks	*							4	D	-	-	-	-
10.3.1.2. Perform operator maintenance	*							4	D	-	-	-	-
10.3.1.3. Perform operations such as:													
10.3.1.3.1. Gravity feed		*						1	A	3	B	4	D
10.3.1.3.2. Pressure spray		*						1	A	3	B	4	D
10.3.1.3.3. Fill from hydrant		*						1	A	3	B	4	D
10.3.1.3.4. Fill from stand		*						1	A	3	B	4	D
10.3.1.3.5. Suction fill		*						1	A	3	B	4	D
10.5.3. Compact earthen materials using:													
10.5.3.1. Pneumatic tired roller	*							2	B	4	D	-	-
10.5.3.2. Sheepsfoot roller	*							2	B	4	D	-	-
10.5.3.3. Steel wheel vibratory roller	*							2	B	4	D	-	-
10.5.3.4. Vibratory tamper	*							2	B	4	D	-	-
11. Excavating/Trenching Machines													
11.1. Shoring applications		*						1	A	2	B	4	D
11.2. Backhoe													
11.2.1. Perform operational checks	*							4	D	-	-	-	-
11.2.2. Perform operator maintenance	*							4	D	-	-	-	-
11.2.3. Perform backhoe operations such as:													
11.2.3.1. Excavate with front bucket		*						#	#	3	B	4	C
11.2.3.2. Excavate with rear bucket		*						#	#	3	B	4	C
11.2.3.3. Load with front bucket		*						#	#	3	B	4	C
11.2.3.4. Load with rear bucket		*						#	#	3	B	4	C
11.2.3.5. Backfill with front bucket		*						#	#	3	B	4	C
11.2.3.6. Backfill with rear bucket		*						#	#	3	B	4	C
11.2.3.7. Break material with Impactor		*						#	#	3	B	4	C
11.3. Hydraulic excavator													
11.3.1. Perform operational checks			◆					#	#	4	D	-	-
11.3.2. Perform operator's maintenance			◆					#	#	4	D	-	-
11.3.3. Perform excavator operations such as:													
11.3.3.1. Excavate with bucket			◆					#	#	2	C	4	D
11.3.3.2. Load with bucket			◆					#	#	2	C	4	D

13.2.8.1. Keyways	*								4	D	-	-	-	-
13.2.8.2. Dowels	*								4	D	-	-	-	-
13.3. Rigid pavement/Portland Cement Concrete (PCC)														
13.3.1. Types of concrete materials	*								4	D	-	-	-	-
13.3.2. Standard concrete mix	*								4	D	-	-	-	-
13.3.5. Finish concrete														
13.3.5.1. Power screed	*								1	A	2	B	3	C
13.3.5.2. Float/Trowel	*								1	A	2	B	3	D
13.3.5.3. Edge	*								2	B	3	C	-	-
13.3.5.4. Fabricate joints	*								1	A	2	B	-	-
13.3.5.5. Non-Skid	*								1	A	2	B	3	C
13.3.5.6. Cure concrete	*								1	A	2	B	3	C
13.3.5.7. Remove/clean/oil forms	*								4	D	-	-	-	-
13.3.5.8. Landscape site	*								4	D	-	-	-	-
13.3.5.9. Seal joints	*								4	D	-	-	-	-
13.4.1.3. Perform full depth pavement repair														
13.4.1.3.1. Cut pavement using concrete saw	*								2	B	3	C	-	-
13.4.1.3.2. Safety procedures using saw	*								2	B	3	C	-	-
13.4.1.3.3. Asphalt blade	*								2	B	3	C	-	-
13.4.1.3.4. Concrete (cured/green) blade	*								2	B	3	C	-	-
13.4.1.3.5. Wet/dry blade	*								2	B	3	C	-	-
13.4.1.3.6. Break pavement using air compressor with jack-	*								2	B	3	C	-	-
13.4.1.3.7. Remove pavement	*								2	B	3	C	-	-
13.4.1.4. Prepare the area														
13.4.1.4.1. Remove/replace base course	*								2	B	3	C	-	-
13.4.1.4.2. Remove/replace subgrade	*								2	B	3	C	-	-
13.4.1.4.3. Load transfer device replacement	*								2	B	3	C	-	-
13.4.1.5. Replace concrete														
13.4.1.5.1. Mix concrete using portable concrete mixer	*								4	D	-	-	-	-
13.4.1.5.2. Expansion material	*								2	B	3	C	-	-
13.4.1.5.3. Place concrete	*								3	C	4	D	-	-
13.4.1.5.4. Finish concrete	*								2	B	3	C	4	D
13.4.1.5.5. Cure concrete	*								2	B	3	C	-	-
13.4.2. Perform partial depth repair														
13.4.2.1. Cut pavement using concrete saw	*								4	D	-	-	-	-
13.4.2.2. Break pavement using air compressor with jack hammer	*								4	D	-	-	-	-
13.4.2.3. Remove pavement	*								3	B	4	D	-	-
13.4.2.4. Mix concrete	*								4	D	-	-	-	-
13.4.2.5. Place concrete	*								4	D	-	-	-	-
13.4.2.6. Finish concrete	*								2	B	3	C	-	-
13.4.2.7. Cure concrete	*								4	D	-	-	-	-
13.4.3.1. Prepare joints/cracks for sealing														
13.4.3.1.1. Remove existing sealant using powered equipment	*								4	D	-	-	-	-
13.4.3.1.2. Clean joints/cracks with:														
13.4.3.1.2.1. High pressure water	*								4	D	-	-	-	-
13.4.3.1.2.2. High pressure air	*								4	D	-	-	-	-
13.4.3.1.3. Reseal joints/cracks														

13.4.3.1.3.1. Install backer material	*							4	D	-	-	-	-
13.4.3.1.3.2. Apply cold sealant	*							4	D	-	-	-	-
13.4.3.1.3.3. Apply hot sealant	*							4	D	-	-	-	-
13.5. Flexible Pavements/Asphalt Cement Concrete (ACC)													
13.5.1.1. Types	*							4	D	-	-	-	-
13.5.1.2. Uses	*							4	D	-	-	-	-
13.5.1.3. Environmental concerns		*						1	A	3	C	4	D
13.5.1.4. Apply prime coat		*						1	A	3	C	4	D
13.5.1.5. Determine asphalt temperatures	*							4	D	-	-	-	-
13.5.1.6. Place asphalt	*							4	D	-	-	-	-
13.5.1.7. Asphalt concrete lifts													
13.5.1.7.1. Determine binder course requirements			◆					#	#	1	A	3	B
13.5.1.7.2. Determine wear course requirements			◆					#	#	1	A	3	B
13.5.1.8. Compact asphalt		*						2	A	3	B	4	C
13.5.2. Flexible pavement inspection													
13.5.2.1. Identify pavement defects		*						1	A	3	B	4	C
13.5.2.2. Repair defective pavement													
13.5.2.2.1. Cut area	*							4	D	-	-	-	-
13.5.2.2.2. Remove pavement		*						1	A	3	B	4	C
13.5.2.2.3. Prepare subgrade		*						1	A	3	B	4	C
13.5.2.2.4. Prepare base		*						1	A	3	B	4	C
13.5.2.2.5. Apply prime/tack coat		*						1	A	3	B	4	C
13.5.2.2.6. Place asphalt	*							4	D	-	-	-	-
13.5.2.2.7. Compact asphalt		*						2	B	3	C	4	D
13.5.3. Repair cracks in flexible pavements													
13.5.3.1. Remove existing sealant using powered equipment		*						1	A	3	C	-	-
13.5.3.2. Seal cracks using:													
13.5.3.2.1. Hot applied sealant machine	*							4	D	-	-	-	-
13.5.3.3. Apply surface treatments													
13.5.3.3.1. Fog seal		*						1	A	2	B	3	C
13.5.3.3.2. Slurry seal		*						1	A	2	B	3	C
13.5.3.3.3. Chip seal		*						1	A	2	B	3	C
14.1. Surface drainage													
14.1.1. Construct		*						1	A	3	B	3	C
14.1.2. Inspect	*							3	C	4	C	4	D
14.1.3. Repair		*						1	A	3	B	3	C
14.2. Sub-surface drainage													
14.2.1. Install		*						1	A	3	B	3	C
14.2.2. Inspect (operational)	*							3	C	4	C	4	D
14.2.3. Repair		*						1	A	3	B	3	C
14.3. Storm Water Pollution Prevention Plan	*							4	D	-	-	-	-
15. Fences													
15.1. Install													
15.2.1. Barbed wire	*							4	D	A	-	-	-
15.3. Repair													
15.3.2. Barbed wire	*							4	D	A	-	-	-

16. Oxyacetylene cutting applications														
16.1. Set up	*								4	C	4	D	-	-
16.1.2. Cutting operations		*							2	B	4	C	4	D
16.1.3. Disassemble	*								4	C	4	D	-	-
16.2. Waste water disposal														
16.2.1. Storm water control	*								4	D	-	-	-	-
16.3. Roadwork														
16.3.1. Drainage structures		*							1	A	2	B	3	C
16.3.2. Soil cement road		*							1	A	2	B	3	C
2.6. Construction Area Management														
2.6.1. Traffic control	*								4	D	-	-	-	-
2.6.2. Worksite safety	*								4	D	-	-	-	-
5.1. Establish resource requirements														
5.1.1. Equipment			♦						#	#	2	B	4	D
5.1.2. Materials			♦						#	#	2	B	4	D
5.1.3. Interpret construction drawings	*								3	C	4	D	-	-
5.1.4. Construction Stake Markings	*								3	C	4	D	-	-

RESOLUTION NO. 2022-

BE IT RESOLVED BY THE QUORUM COURT OF THE COUNTY OF WASHINGTON, STATE OF ARKANSAS, A RESOLUTION TO BE ENTITLED:

A RESOLUTION OF THE QUORUM COURT OF WASHINGTON COUNTY, ARKANSAS EXPRESSING APPRECIATION TO THE ARKANSAS COALITION OF MARSHALLESE; ARKANSAS IMMIGRANT DEFENSE; ARKANSAS UNITED; THE HISPANIC WOMEN’S ORGANIZATION OF ARKANSAS; THE MARSHALLESE EDUCATIONAL INITIATIVE; AND ROOTED NORTHWEST ARKANSAS FOR THEIR SERVICE AND DEDICATION TO THE COMMUNITY.

WHEREAS, in December 2019, the SARS-COVID-19 disease spread throughout the United States of America, prompting a world-wide pandemic; and,

WHEREAS, while the numbers and effects of the virus have devastated the country, hundreds of millions of people have been infected with the virus, resulting in millions of deaths worldwide and thousands of deaths in Arkansas; and,

WHEREAS, the virus has caused particular hardships in minority Latinx and Marshallese communities which have been disproportionately impacted beyond the general broad-based impacts of the pandemic, where they have faced meaningful and more severe impacts, due to preexisting disparities; and,

WHEREAS, The Arkansas Coalition of Marshallese, Arkansas Immigrant Defense, Arkansas United, The Hispanic Women’s Organization of Arkansas, The Marshallese Educational Initiative, and RootED Northwest Arkansas are grassroot organizations that, due to the foundation of trust and respect they have nurtured within their communities through diversity and inclusion, and with dedication, service, and hard work, when the pandemic hit, they were uniquely positioned, when other organizations were not, to go out into their communities and provide services and connect people to services and assistance they needed to survive the pandemic, even though

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25
26
27
28
29
30
31
32
33
34
35
36
37
38
39
40
41

42 doing so required these groups to step outside their normal job descriptions and missions;
43 and,

44
45 **WHEREAS**, The Arkansas Coalition of Marshallese,
46 Arkansas Immigrant Defense, Arkansas United, The Hispanic Women’s Organization of
47 Arkansas, The Marshallese Educational Initiative, and RootED Northwest Arkansas
48 worked tirelessly to provide such lifesaving services to their communities, including but
49 not limited to:

50 • implementation of bilingual community health workers to do
51 Covid-19 education, vaccine, and testing outreach;

52
53 • Provide food response and relief to the Marshallese
54 Community during Covid-19; and

55
56 • Provide food response and relief to the Hispanic Community
57 during Covid-19; and,

58
59 **WHEREAS**, Washington County wishes to acknowledge that
60 without these organizations stepping outside their comfort zones and putting “Boots on
61 the Ground” in their communities, many would not have had such readily available access
62 to lifesaving measures and assistance; and,

63
64 **WHEREAS**, Washington County desires to gratefully
65 recognize the outstanding collaboration and efforts of these community partners for their
66 work and service to the county.

67
68 **NOW, THEREFORE, BE IT RESOLVED BY THE QUORUM**
69 **COURT OF WASHINGTON COUNTY, ARKANSAS:**

70
71 **ARTICLE 1.** The County Quorum Court of Washington
72 County, Arkansas commends the following organizations for jobs well done despite the
73 unique challenges of working and providing services during the time of a deadly global
74 pandemic:

75
76 The Arkansas Colition of Marshallese
77 Arkansas Immigrant Defense
78 Arkansas United
79 The Hispanic Women’s Organization of Arkansas
80 The Marshallese Educational Initiative
81 RootED Northwest Arkansas

82
83 **ARTICLE 2.** The Washington County Quorum Court supports
84 The Arkansas Coalition of Marshallese, Arkansas Immigrant Defense, Arkansas United,
85 The Hispanic Women’s Organization of Arkansas, The Marshallese Educational Initiative,
86 and RootED Northwest Arkansas for their dedication and service to Washington County,
87 Arkansas.

88
89
90
91
92
93
94
95
96
97
98
99
100
101
102
103
104
105
106
107
108
109

JOSEPH K. WOOD, County Judge

DATE

BECKY LEWALLEN, County Clerk

Introduced by: **JP Shawndra Washington**

Date of Adoption:

Members Voting For:

Members Voting Against:

Members Abstaining:

Members Absent:

Committee History:

Quorum Court History: