

Highway Maintenance Worker

Dept/Div: Highway

FLSA Status: Non-Exempt

General Definition of Work

Performs skilled trades work maintaining County roadways to provide safe and efficient travel for the public, and related work as apparent or assigned. Work is performed under the general direction of the Highway Maintenance Supervisor.

Qualification Requirements

To perform this job successfully, an individual must be able to perform each essential function satisfactorily. The requirements listed below are representative of the knowledge, skill, and/or ability required. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

Essential Functions

- Operate heavy equipment such as loader, backhoe, skid steer, and/or motor patrol.
- Load, haul, and unload sand, gravel, rock etc. from truck and equipment including tandem dump truck.
- Perform snow plowing of County roads during winter season
- Patching and crack sealing County roads, often during heavy traffic.
- Mow roadside ditches

Additional duties for Highway Maintenance Workers assigned a blading district.

- Direct work performed and completed in assigned district including graveling, brushing, ditching, roadside mowing, and culvert installations.
- Efficiently assess needs in assigned district after storms for snow, ice, wind/tree damage, and flooding damage. Communicate concerns and/or deficiencies to Maintenance Supervisor.

Knowledge, Skills and Abilities

Thorough knowledge of County and departmental policies, practices and procedures; general knowledge of equipment manuals, policy and procedure manuals; thorough knowledge of vehicle maintenance reports, attendance records and time sheets; general knowledge of vehicle maintenance logs; general ability to operate standard office equipment; tandem and fleet trucks, front end loaders, tractors, wood chipper, chain saw equipment, skidsteer, two-way radio; some knowledge of standard office software; ability to make arithmetic computations.

Education and Experience

High school diploma or GED and moderate experience, or equivalent combination of education and experience.

Physical Requirements

This work requires the regular exertion of up to 10 pounds of force, frequent exertion of up to 25 pounds of force and occasional exertion of up to 100 pounds of force; work regularly requires standing, walking, speaking or hearing, using hands to finger, handle or feel and reaching with hands and arms, frequently requires pushing or pulling, lifting and repetitive motions and occasionally requires sitting, climbing or balancing, stooping, kneeling, crouching or crawling and tasting or smelling; work requires close vision, distance vision, ability to adjust focus, depth perception, color perception, night vision and peripheral vision; vocal communication is required for expressing or exchanging ideas by means of the spoken word and conveying detailed or important instructions to others accurately, loudly or quickly; hearing is required to perceive information at normal spoken word levels and to receive detailed information through oral communications and/or to make fine distinctions in sound; work requires preparing and analyzing written or computer data, visual inspection involving small defects and/or small parts, using of measuring devices, assembly or fabrication of parts within arm's length, operating machines, operating motor vehicles or equipment and observing general surroundings and activities; work regularly requires working near moving mechanical parts and exposure to outdoor weather conditions, frequently requires exposure to vibration and occasionally requires wet, humid conditions (non-weather), working in high, precarious places, exposure to fumes or airborne particles, exposure to toxic or caustic chemicals and exposure to the risk of electrical shock; work is generally in a loud noise location (e.g. grounds maintenance, heavy traffic).

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Special Requirements

MSHA Training within one year

Random Drug Testing

Safety Training

Valid commercial driver's license, tanker endorsement preferred