

PERSHING COUNTY CLASS SPECIFICATION

ROAD MAINTENANCE WORKER I/II

DEFINITION: Under general supervision, maintains county roads and rights-of-way by performing a variety of manual tasks and operating light and heavy vehicles and road equipment; and performs other work as assigned.

DISTINGUISHING CHARACTERISTICS: Road Maintenance Worker I/II are assigned a variety of equipment operation and manual labor duties to maintain County roads and rights-of-way. Depending on County needs, employees in this class may specialize in operation of certain equipment for long periods of time but may be assigned to other duties and equipment as County needs change. Level I is for employees without previous directly related road maintenance experience, or who have not achieved proficiency in operating equipment for the work performed by the County Road Department. Employees hired at Level I are expected to qualify for Level II within twelve to eighteen months following the hire at Level I. Road Maintenance Worker I/II is distinguished from Road Maintenance Worker III in that the latter is a lead worker responsible for the work performed at a work site.

EXAMPLES OF DUTIES: The duties listed below are examples of the work typically performed by employees in this class. An employee may not be assigned all duties listed and may be assigned duties which are not listed below. *Marginal duties* (shown in *italics*) are those which are **least** likely to be essential functions for any single position in this class.

1. Operates assigned equipment to maintain County dirt, gravel and paved roads and county rights of ways; inspects conditions to identify work needed and the appropriate tasks and equipment to complete maintenance tasks.

Types Of Equipment operated include, but are not limited to, road graders, tractor-trailers (belly dumps, tankers, transport), dump trucks, water trucks, loaders, backhoes, dozers, rollers, sweepers, snowplows, and sanders.

2. Patches pot holes; seals cracks in asphalt; cleans and repairs culverts; performs a variety of other manual tasks including lifting, carrying and use of hand tools.
3. Keeps records of time worked, equipment and supplies used, and conditions observed.
4. Performs routine maintenance and repairs on equipment (adjusts, lubricates, and replaces fluids on equipment); checks for wear and for needed repairs. cleans equipment; cleans, sharpens, and adjusts manual tools.
5. Installs and maintains traffic control devices such as painting traffic lines; erects, repairs and removes signs.

QUALIFICATIONS FOR EMPLOYMENT

Knowledge and Ability:

Knowledge of safety procedures to be followed in operation of equipment and in performance of such manual tasks as lifting heavy items, use and handling of lubricants; tools and equipment used in road maintenance and procedures for operating heavy construction equipment.

Ability to work independently and as part of a crew; operate assigned equipment in a safe and efficient manner; carry out written and verbal instructions; learn to operate different types of equipment; learn and follow operating procedures; communicate effectively with members of the public; work cooperatively with others; identify when equipment needs repair.

Special Requirements: Maintain a current Commercial driver's license for the equipment operated.

Experience and Training: Any combination of training, education and experience that would provide the required knowledge and abilities. A typical way to gain the required knowledge and ability is:

Level I: One year of experience performing road construction or similar work which included operation of equipment of the type used by Pershing County.

Level II: Two years of experience performing road construction work and proficiency in operating road graders or tractor-trailer combinations like those used by Pershing County.

PHYSICAL DEMANDS

Strength, stamina and dexterity to sit in vehicles operating on rough roads and rough surfaces for long periods each day with only brief breaks; walk on uneven or slippery surfaces for brief periods, perform heavy manual tasks using hand tools such as shovels and picks, perform repetitive motions including use of controls with hands and feet, climb up steps and ladders to enter and inspect vehicles, reach to adjust and make minor repairs on equipment; use of both legs to operate controls on equipment and vehicles; manual dexterity to operate controls on equipment; strength to occasionally lift and carry containers and parts for equipment weighing in excess of 50 pounds; visual acuity sufficient to operate equipment in a variety of lighting conditions, including bright light, low light, and low visibility conditions; depth perception sufficient to maneuver equipment and to determine position of equipment components; and ability to hear changes in operation of motors and other equipment.

WORKING CONDITIONS

Extreme weather conditions including heat, rain, snow, cold and wind, dust, vibrations, and noise; and the ability to work independently in isolated geographic areas.

FLSA Status: Non-Exempt