

DESCRIPTION: Under immediate supervision, performs a variety of semi-skilled manual tasks and operates trucks and other light equipment to maintain and preserve highways, shoulders, roadside areas, structures, and other broad pavement surfaces and related markings/signs in safe condition. Work is to be conducted in a safe manner. Usually works with other maintenance workers and senior maintenance workers under the direction of a highway maintenance supervisor or crew chief; work is performed in all types of weather, with assignment to a geographic area or a specialized statewide unit; performs related work as assigned.

DISTINGUISHING CHARACTERISTICS: (A position is assigned to this class based on the scope and level of work performed as outlined below.)

This is the first full performance classification level of the Highway Maintenance Work class series. Positions at this level are distinguished from the Highway Senior Maintenance Worker class since they are not expected to operate heavy-duty equipment or possess the required driver's license certifications/endorsements at the time of hire but are required to obtain their CDL with appropriate endorsements within 60 days of employment. To gain experience and training needed for advancement, incumbents in these positions may be assigned, in a trainee/developmental status, more complex work and operation of the full range of light and heavy duty equipment such as dump trucks, semi-truck trailers, roller, loaders, tractors, motor graders, snowplows, backhoes, distributors, and spreaders. May perform, on occasion, other maintenance, manual, or specialized tasks of a similar level related to agency operations, such as striping or milling roadways, or soil drilling.

EXAMPLES OF WORK: (A position may not be assigned all the duties listed, nor do the listed examples include all the duties that may be assigned).

Operates trucks and other light equipment; drives trucks to transport crews or materials to work sites.

Mows right-of-ways and maintains shoulders and roadsides using power hand mowers and tractors with various attachments such as discs, harrows, seeders, cement mixers, and sprayers.

Operates post drivers, installs and moves/removes signs, fences, guardrails, and snow fences.

Removes and applies various surfacing materials including concrete and bituminous patching, crack filling and sealants to maintain and repair roadways and other broad pavements; applies adhesives, paint, and other material to guardrails, posts, buildings and other structures; performs manual labor as needed; and handles hazardous materials needed to perform this work.

Controls traffic through and around construction and maintenance projects according to established safety procedures; sets signs and cones around work sites; relays road and weather conditions via two-way radio.

Safely moves, drags, lifts, loads, and unloads various equipment, materials, supplies, and hazardous materials or objects from the roadway within weight restrictions; spreads and tamps surfacing materials.

Inspects, cleans, maintains, and, as needed, makes routine repairs to assigned equipment; maintains grounds and buildings of maintenance yards.

M85111 – HIGHWAY MAINTENANCE WORKER (continued)

Operates snow removal equipment on an as needed basis or during emergencies and labor shortages.

KNOWLEDGE, SKILLS AND ABILITIES REQUIRED: (These are needed to perform the work assigned.)

Knowledge of: safe operation of power and motor driven equipment; public safety procedures; methods and materials used in servicing tools and automotive equipment.

Ability to: perform heavy manual labor for long periods of time and endure working outside in all types of weather and on high-speed highways, runways, and similar locations; paint, spread, or apply maintenance and construction materials, communicate information so others will understand; read labels, notices, and directions, and follow instructions; learn the operation of various heavy-duty vehicles and safety requirements related to this equipment; learn the operation of two-way radios and other equipment; safely move, drag, lift 35 pounds frequently, up to 60 pounds occasionally (without assistance), and 90 or more pounds infrequently (with assistance); climb, bend or stoop.

MINIMUM QUALIFICATIONS: Applicants will be screened for possession of these qualifications. Applicants who need accommodation in the selection process should request this in advance.

Must be at least 18 years of age, and possess a valid driver's license.

SPECIAL NOTES:

Must be able to obtain your CDL with endorsements within 60 days of employment. Loss of license may result in termination of employment. Some positions may require overnight or statewide travel.

Be able to be placed on-call and respond accordingly during non-scheduled work hours including holidays and weekends for emergencies and special events. Work is performed in adverse weather conditions and during traffic management activities including snow removal, sanding, and de-icing, and traffic safety incidents. Some positions may require overnight or statewide travel. Regular and reliable attendance is required.

State agencies are responsible to evaluate each of their positions to determine their individual overtime eligibility status as required by the Fair Labor Standards Act (FLSA).