

Town of Warren

HIGHWAY MAINTENANCE WORKER:

FLSA Status: Non-exempt

Full-time

Part-time

Reports To: Road Foreman

Work Hours:

In general, the regular summer work week hours are 6:00am to 4:30pm Monday through Thursday. Winter work week hours are 6:00am to 2:30pm Monday through Friday. However, hours will vary depending upon weather conditions and the needs of the municipality. Wintry weather conditions (certain summer projects) or emergency situations will require additional hours that are likely to exceed 8 hours per day normal workday hours and may include work on Saturdays and Sundays, especially in winter.

OBJECTIVE/PURPOSE

Under the general direction of the Highway Supervisor with ultimate responsibility to the Selectboard, this position advances the safe and effective functioning of the municipality's highway and maintenance operations through skilled, safety-focused and efficient labor in municipal construction projects and maintenance of municipal roads, sidewalks, vehicles, and equipment.

DUTIES AND RESPONSIBILITIES

- Operates commercial motor vehicles and other related equipment while performing timely and effective maintenance of all municipal roads and rights of way (ROW), including plowing, spreading sand and salt, as well as compacting and grading gravel roads, to facilitate safe travel conditions.
- Performs timely and effective repair of all municipal roads, ROW, and drainage systems, including ditches and the cleaning, repair and replacement of culverts, installation of guard rails.
- Installs and changes grader and snowplow blades and wings on trucks as necessary with another crew member.
- Performs timely and effective maintenance of ROW along roads including mowing, trimming, brush/branch/tree removal, and clears the roads of trees and limbs from storm damage, etc.
- Performs all needed manual tasks such as: shoveling, sign repair and installation, flagging, trash/debris removal, soil/asphalt compaction and all related work.
- Identifies and communicates in a timely manner to Highway Supervisor all needed repairs, for example: roadway hazards, signs in disrepair, low hanging branches, overgrown brush.
- Performs routine maintenance (including washing and cleaning) and minor repairs on municipal trucks and equipment, ensuring that regular oil changes, light bulb replacement, lubrication, tire inflation and other needed maintenance take place to

preserve vehicle longevity and ensure safe operation.

- Performs periodic safety inspections of municipal vehicles including: brake system, tires, windshield and wipers, hoses, fluids, tie rods, ball and socket joints, lights, turn signals, etc. to ensure all are in proper operating condition.
- Effectively gathers and prepares tools and/or equipment (including work-zone safety equipment) as needed to complete the day's work and returns them to proper storage by the end of the work day.
- Maintains neat and orderly storage and work space.
- Responds effectively to requests and concerns expressed by the public.
- Completes recordkeeping requirements on a daily basis including: timesheets, work logs, and vehicle logs.
- Participates in all safety training offered/sponsored by the municipality.
- Wears all required personal protective equipment (PPE); knows and follows safety procedures and precautions at all times.
- Ensures that all interactions with colleagues, municipal officials and the public are respectful, courteous, and helpful.
- Complies with all municipal policies and state and federal regulations.
- Performs other duties as assigned.

KNOWLEDGE, SKILLS AND ABILITIES

- Must demonstrate excellent judgment, decision making, customer service, and communication skills.
- Must safely and skillfully operate municipal trucks while seated for long periods of time.
- Must be adept at driving a plow truck while working plow controls.
- Requires considerable knowledge of maintenance and repair procedures required for safe equipment operation.
- Skills in handling controls for starting, stopping, driving and backing.
- Must maintain strong safety awareness, problem solving and critical thinking skills.
- Requires considerable knowledge of maintenance and repair procedures required for safe equipment operation.
- Requires strong knowledge of and strictly adheres to safety practices required for gravel pit operations, in accordance with the Mine Safety and Health Administration (MSHA).
- Requires strong knowledge of and strictly adheres to safe excavation and trenching practices.
- Knowledge of principles, practices and techniques associated with the maintenance and repair of gravel and surfaced highways.
- Knowledge and application of the techniques and practice for safe heavy equipment operation including; safe lifting heights, practice, loading and load securing techniques, and dumping safety.
- Knowledge and application of safety rules and regulations for the movement of heavy equipment are of paramount importance to this position. Application of these rules are required at all times, on the public way, and also in remote situations.
- Must ably anticipate, recognize, communicate about, and respond to maintenance and

repair needs to prevent problems with safety, malfunction, or the greater cost of postponed repairs.

- Must maintain composure at all times and interact tactfully and respectfully with all people.
- Must engage in all required safety, supervision, and other appropriate training.
- Must willingly receive and apply constructive feedback.

EXPERIENCE, EDUCATION, AND TRAINING

- At least one year experience driving dump trucks and plowing snow as well as one year experience operating heavy equipment is required.
- High school diploma or equivalent required or two years of relevant experience required.
- Valid driver's license and clean driving record are required.
- Valid Commercial Drivers' License (CDL) Level A or B required.
- OSHA 10-hour or 30-hour certification desired.

TOOLS/TECHNOLOGY

- Must safely operate machinery and equipment including but not limited to: plow truck dump truck, loader, grader, excavator, tractor, street sweeper, roadside mower, chipper, sidewalk plow, compactor, power washer, etc. (similar to bullet below)
- Safely operate various hand machinery such as chain saws, weed or brush trimmers, culvert thawers, mowers and welders. Also uses shovels, picks, rakes and other hand operated equipment necessary for highway maintenance. (similar to bullet below)
- Must demonstrate computer literacy that includes: email, data entry, basic spreadsheet work, computerized timekeeping, online training, etc.

PHYSICAL AND MENTAL DEMANDS

- Must adhere to all federal drug and alcohol testing requirements for drivers of Commercial Motor Vehicles.
- Must be able to communicate clearly.
- Must be able to evaluate and solve problems
- Must demonstrate excellent judgment and quick reaction time to prevent accidents and respond appropriately in the event of an emergency.
- Must be able to read, comprehend and follow written and verbal directions and instructions.
- Frequently and repeatedly lifts or moves up to 20 pounds and occasionally lifts or moves up to 70 pounds.
- Dexterity and visual acuity needed to safely drive and operate manual and power tools.
- Must have ability to withstand exposure to varying weather conditions while exerting physical effort during long shifts.
- Must be able to safely drive a municipal vehicle for prolonged periods of time that include darkness and challenging weather conditions.
- Must be able to safely switch from sedentary driving position to several hours of manual labor and vice versa.

- Must have good vision (with or without corrective lenses), peripheral vision, spatial orientation, and depth perception for safe driving, equipment operation, and accident avoidance.
- Must be able to respond immediately to vehicle horns and voice communication.
- Must be able to frequently climb up and down ladders, frequently climb into and out of large vehicles and heavy equipment safely.
- Must be able to stand and work over uneven or slippery terrain is required;
- Physical demands also include: constant reaching, frequent walking, frequent prolonged sitting, frequent prolonged standing; frequent grasping; frequent bending/crouching.

WORK ENVIRONMENT/CONDITIONS

- Most work occurs in trucks, outdoors on municipal roads, or in municipal garage.
- Frequent overtime is required during winter months, with highly variable work schedules, including nights and weekends.
- Exposure to rain, snow, ice, heat, cold, and other extreme weather conditions for long periods;
- Exposure to biting insects, plants, and other wildlife.
- Exposure to moving mechanical parts, roadside danger, loud noise and vibration.
- Walking/movement occurs over uneven or slippery ground, hillsides, ditches, brooks, etc.
- Weekend and night on-call hours required during winter season.

Education:

High School Diploma, GED, or similar equivalent education required.

Terms of Employment:

The position is a full-time position. Overtime is required, especially during adverse weather conditions, as necessary to keep the Town highways serviceable.

Compensation:

As determined by the Board of Selectmen.

Levels of Experience:

This position description includes three levels of experience and responsibility. Except as modified below, all requirements of the above description apply to all levels of assignment.

Level 1: Level 1 is the entry level to this position. The physical ability requirements apply. The employee may, however, not have all the experience or knowledge in highway maintenance or heavy equipment operation required. The employee must have the ability and interest to learn through classroom and/or on the job experience to acquire the knowledge of techniques and practice required. At this level the employee is more dependent upon supervision and assistance from others in the accomplishments of assignments.

Level 2: Level 2 includes all of the skills and responsibility of Level 1, and additionally the employee is fully knowledgeable of the techniques and practices of heavy equipment use, operation and maintenance. The employee is also knowledgeable in road construction, maintenance and repair techniques. The employee is capable of operating all Town vehicles and equipment. The employee can receive general instruction from the road foreman and, with a minimum of supervision, independently determine the requirements and accomplish the task. Upon occasion, in the absence of and/or at the request of the Road Foreman or Assistant road Foreman, the Level 2 employee may supervise fellow workers or others engaged in road maintenance and construction work. A Level 2 worker may also be asked, upon occasion, to perform computer data entry tasks.

Level 3: Assistant Road Foreman: This position requires all the skills and responsibilities of Level 2 as well as assisting the Road Foreman in a variety of administrative activities. These include but are not limited to; supervising fellow workers or others engaged in road maintenance and construction work; helping in the preparation of the annual report to the Selectboard assessing the condition of Town Highways; assisting in preparation of plans for road care for the upcoming year (s); acting as the safety agent for the Town Road Crew by collecting, reviewing, filing and posting safety-related materials; providing information on new safety procedures and others on the Road Crew, when applicable; tracking and reporting road project costs including Road Crew Hours, Equipment hours and all outside expenses, (such as contractors, materials or equipment rental); performing computer data entry and reporting; instructing others in basic equipment operation; and acting on behalf of the Road Foreman as required.

DISCLAIMERS

- The above information is intended to describe the general nature of this position and is not to be considered a comprehensive statement of duties, activities, responsibilities and requirements. Additional duties, activities, responsibilities, and requirements may be assigned, with or without notice, at any time.
- This job description is not an employment contract nor is it a promise of work for any specific length of time.

EQUAL EMPLOYMENT OPPORTUNITY

The Town of Warren is an Equal Employment Opportunity employer.