

Highway Worker I

FLSA Qualification: Not Exempt
Employment Status: Full Time, permanent
Classification: Classified
Revision Date: March 20, 2025
Pay Range: \$21.00 - \$22.50

SERIES PURPOSE:

This position works under general supervision and requires working knowledge of various highway maintenance procedures including flag and direct vehicular traffic, setup traffic control structures, use of hand tools, operation of a variety of equipment (motorized and nonmotorized), clean and maintain highways and/or roadways, haul trash/debris, acquire and/or move supplies and materials, control snow and ice, mow grass, cut brush, trees and other vegetation and to perform other tasks to construct, improve, maintain, repair and clean highways, bridges and /or roadways and rights-of-way.

QUALIFICATIONS, LICENSURE AND OR CERTIFICATION REQUIREMENTS:

Licenses / Certifications:

- High School Diploma or equivalent
- Valid Ohio Driver's License with Class A CDL with Tanker Endorsement

Other Qualifications:

- Knowledge of addition and subtraction; ability to read
- Ability to understand oral and written instructions
- Able to follow and implement all safety instructions, rules and regulations.
- Able to pass FMCSA drug testing (position subject to random testing)
- Ability and willingness to perform heavy physical labor for extended periods of time
- Develop and maintain effective working relationships with coworkers, associates, supervisors, and the general public

JOB DUTIES:

(These duties are illustrative only. Incumbents may perform some, all or other duties as assigned.)

Road and Right-of-Way Duties

- Flag and direct vehicular traffic through construction and/or accident sites.
- Set up and maintain traffic control structures (e.g., barricades, cones, electrical warning devices, high water signs, etc.).
- Patch potholes, smooth tar (crack seal)
- Tar and Chip application to road surfaces
- Repair road shoulders, culverts and berm
- Cut brush, grass and other vegetation
- Minor guardrail repairs
- Repair, replace, straighten signs and markers
- Assist truck operators
- Clean up work areas (i.e, highway debris, junk, etc.)
- Improve, maintain, clean and repair highways, bridges and/or roadways and right-of-way

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- Mix mortar and concrete, shovel backfill, remove debris/trash
- Install and repair catch basins, stream channel protection and perform other drainage work

General Duties:

- Operate various types of trucks (i.e., dump, ½ ton, ¾ ton and 1-ton pick-up truck or van, plow and spreader, stake body, etc.)
- Operate motorized equipment (i.e., air compressor, 1 ton brush chipper, concrete saw or vibrator, hammers and jack-hammer, chain saws, pavement joint sealer, spade, stake truck, water pumps, weed eaters)
- Ride along with and assist truck drivers (snow and ice season essential); Learn plow routes
- Equipment maintenance (e.g., move/relocate, sharpen; change tail gates and plow blades, sands; paints; refuels; lubricates; check tires for wear and pressure; replace bulbs; wash, cleans and refuel equipment). Conduct pre-trip inspections of equipment.
- Grounds maintenance and/or custodial work (e.g., mows lawns; trims shrubs; sweeps floors; wash windows; remove trash; rake leaves; shovel sidewalks; painting, general cleaning)
- Load, unload and move freight, materials, and stock items (checks for damage)
- Recognize unusual or threatening conditions; take appropriate action
- Observe and follow safety practices in all environments and locations
- Assists with Emergency response activities
- Record keeping tasks (daily work records and logs)
- Operate 2-way radio
- Such other duties as assigned/requested.

ESSENTIAL FUNCTIONS OF THE POSITION:

1. Must demonstrate regular and predictable attendance.
2. Must possess and maintain Class A CDL with tanker endorsement.
3. Participate in and pass drug and alcohol screenings as required.
4. Maintain insurability by County provider.
5. Attend training sessions, seminars and workshops
6. Must be able to work overtime on demand (24 hours, 7-days a week) and different shifts when required (mandatory during periods of inclement weather)
7. Ability to work outside in various locations (road right of way, ditches, field, confined spaces, etc.) and conditions (i.e., rain, extreme temperatures, intense noise, varied driving conditions, traffic, dirt, dust, fumes, loose stone, ice, poison ivy, animals, insects, etc.)
8. Physical requirements include but are not limited to driving, climbing, bending, stooping, reaching, walking, pulling, grasping, talking, hearing, seeing and repetitive motions.
9. Be able to lift 50- 100 pounds.

Note: The list of equipment within this description is provided for example purposes. Specific designations will be dependent upon the actual County Fleet and project needs at any given time.