

**JOHNSON COUNTY  
JOB DESCRIPTION**

**Road Maintenance Person**

**DEFINITION AND DUTIES:**

Under general supervision, performs manual labor and operates equipment in a wide range of highway maintenance and construction activities. Duties may vary in accordance with seasonal, climatic, or program conditions.

**Knowledge of:**

- ◇ Basic mechanical principles
- ◇ Safe operation of specialized equipment
- ◇ Basic safe work practices

**Ability to:**

- ◇ Operate medium to heavy trucks, trailers, tractors and attachments, mowers, loaders, motor graders, backhoes, hydraulic excavators, dozers or other equipment normally used in highway construction or maintenance including auxiliary or truck mounted attachments
- ◇ Operate acetylene, arc welding, wire welding and plasma cutting equipment
- ◇ Operate assigned equipment safely and in conformance with manufacturer's recommendations
- ◇ Be on-call in emergency conditions
- ◇ Represent Johnson County and perform duties in a professional, responsible and trustworthy manner
- ◇ Keep accurate records
- ◇ Understand and follow written and oral directions
- ◇ Perform manual labor (moderate to heavy) for extended periods of time
- ◇ Work in unfavorable weather conditions
- ◇ Establish and maintain effective working relationships with co-workers and the public
- ◇ Handle low to moderate levels of stress, meet deadlines and solve problems appropriate to the position
- ◇ Lift, move, carry, push and/or pull up to approximately 50 to 100 pounds
- ◇ Stand, sit, bend, climb, balance, stoop, kneel, twist, crouch, and crawl
- ◇ Have clarity of speech and hearing which permits effective communication
- ◇ Have sufficient vision which permits production and review of a wide variety of materials both electronic and hardcopy forms
- ◇ Have sufficient manual dexterity to operate equipment and hand tools with moderate to heavy use and make handwritten notations
- ◇ Occasionally carry out duties with limited supervision
- ◇ Work overtime as needed

**MINIMUM EDUCATION, TRAINING AND EXPERIENCE:**

High school graduate or equivalent. Employment experience may be substituted on a year to year basis for each year of required education with a maximum substitution of four (4) years.

Six (6) months to one (1) year experience in the operation of some type of automotive equipment and in performing semi-skilled maintenance or construction tasks desired.

**Special requirements:** Possession of a valid Class A Commercial Driver's License and insurable under county liability coverage. May be required to obtain a Commercial Pesticide Applicator's License. Within six months of hire, must reside in Johnson County or within a twenty-mile radius of the Johnson County Sheriff's Office.

**SPECIFIC DUTIES:** *to be performed satisfactorily with or without reasonable accommodation*

**The following duties are normal for this position. These are not to be construed as exclusive or all inclusive. Other duties may be required and assigned.**

- ◇ Perform manual labor and operate equipment in a wide range of highway construction and maintenance activities such as but not limited to:
  - Plowing snow
  - Spreading salt and sand on roadway surfaces for winter roadway maintenance
  - Hauling and spreading rock on roadway surfaces
  - Maintaining roadside vegetation using various treatment methods including but not limited to mechanical, mowing, burning, chemical application, and competitive seeding
  - Hauling equipment and/or materials in trucks or trucks with trailers
  - Performing traffic control duties including sign installation and flagging
  - Surface maintenance of pavements including patching with asphaltic cement, concrete and/or Portland cement concrete, and crack sealing
  - Cleaning up debris within road right-of-ways
- ◇ Operate assigned equipment skillfully, safely, and in conformance to regulations and directions.
- ◇ Perform preventative maintenance functions and repairs on Secondary Roads equipment. Secure county property to prevent theft.
- ◇ Responsible for proper safety devices, equipment and signs on construction and maintenance projects.
- ◇ Assist in fabrication, inspection adjustment, repair or replacement of worn out or defective parts of equipment.
- ◇ Train employees in the operation of specified equipment in accordance with safety practices as needed.
- ◇ Participate in training and work related meetings as requested.
- ◇ Perform all work duties and activities in accordance with County policies, procedures, collective bargaining agreement and safety practices.
- ◇ Attend work regularly at the designated place and time.

FLSA Status: Non-Exempt

Pay Grade: 5

Date Established: November 6, 1992

Date Revised: July 7, 2015

The County of Johnson is an Equal Employment Opportunity Employer. In compliance with the Americans Disabilities Act, the County will provide reasonable accommodations to qualified individuals with disabilities and encourages prospective employees and incumbents to discuss potential accommodations with the Employer.