

**TOWN OF HALIFAX VERMONT
HIGHWAY MAINTENANCE WORKER
JOB DESCRIPTION**

FLSA Status: Non-exempt

Full-time

Reports To: Highway Supervisor

Work Hours:

In general, regular work week hours are 6:00 a.m. to 2:30 p.m. Monday through Friday, with ½ hour allowed for lunch, unless the Highway Supervisor and Selectboard agree otherwise. In practice, summer hours are typically Monday through Thursday, 6 a.m. to 4:30 p.m., with ½ hour allowed for lunch (in other words, a “4-10’s” work schedule Monday-Thursday). However, hours will vary depending upon weather conditions and the needs of the municipality. Wintry weather conditions and certain summer projects or emergency events will require overtime hours that are likely to exceed and vary from the regularly scheduled 8 or 10 hours per day and may often include work on Saturdays and/or Sundays in winter. Full-time employees are expected to work 40 hours per week. Time off should be discussed in advance with the supervisor, which will be granted at the supervisor's discretion.

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, including regular oil changes, light bulb replacement, lubrication, tire inflation and other needed maintenance take place to preserve vehicle longevity and ensure safe operation.

- Performs routine 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 workday.
- Maintains neat and orderly storage and workspace.
- 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.
- Must maintain strong safety awareness, problem solving and critical thinking skills.
- 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.
- Must ably anticipate, recognize, communicate about, and proactively 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 of 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 Driver's 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, roadside mower, chipper, compactor, power washer, etc.
- Must safely use hand tools and power tools such as jack hammer and chain saw.
- 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 50 pounds and occasionally lifts or moves up to 99 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.
- 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 and extreme weather conditions, 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 especially during winter and mud seasons.

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 Halifax, Vermont is an Equal Employment Opportunity employer.

SIGNATURES

Employee Acknowledgement

I have received and understand the requirements, essential functions and duties of this position.

Employee Signature	Date

Supervisor Approval

Supervisor Signature	Date

Selectboard Approval

Selectboard Chair Signature	Date