

TOWN OF THORNTON

JOB TITLE: Highway Worker

DEPARTMENT: Highway

STATUS: Full-Time, Non-Exempt

LABOR GRADE: 5

Position Purpose:

Performs a variety of semi-skilled and unskilled manual work in the construction, repair, cleaning and maintenance of Town roads, drainage systems and the maintenance of vehicles and equipment. Responsible for the safe and efficient operation of heavy duty trucks and other Highway Department equipment and tools. Performs all other related work as required.

Essential Functions:

(The essential functions or duties listed below are intended only as illustrations of the various types of work that may be performed. The omission of specific statements of duties does not exclude them from the position if the work is similar, related or a logical assignment to the position.)

- Operates equipment and performs manual labor for all highway projects including maintenance of roads, ditches and drainage, and other special projects.
- Performs winter road maintenance, including plowing snow, sanding, salting, and pushing back snow banks, and cutting fallen trees and branches.
- Performs equipment maintenance.
- Loads sand and salt.
- Performs varied duties in the maintenance of Town roads, culverts, and storm sewers.
- Responds to emergency conditions caused by ice and snow storms, flooding, wind storm damage, and other situations affecting the safe and expeditious flow of traffic on Town roads.
- Performs routine vehicle and equipment maintenance and repairs.
- Performs similar or related work as required, directed or as situation dictates.

Recommended Minimum Qualifications:

Education, Training and Experience:

High school graduation; one year's experience in the operation and maintenance of heavy-duty equipment and the performance of heavy physical labor; or any equivalent combination of education and experience. CDL-B driver's license, or the ability to obtain it.

Knowledge, Ability and Skill:

Knowledge: Basic knowledge of the materials, methods and techniques relative to public works projects/programs. Knowledge of the principles and practices of operation of heavy equipment, dump trucks and related equipment; knowledge of the maintenance of equipment, road maintenance and construction. Some knowledge of State laws and regulations pertaining to motor vehicle operations.

Ability: Ability to follow detailed oral and written instructions given by supervisor. Ability to make minor repairs and adjustments to equipment operated. Ability to communicate effectively verbally with supervisor. Ability to operate a dump truck; ability to learn to operate and maintain heavy-duty construction and road maintenance equipment; ability to learn the basic duties in road maintenance and construction; ability to read and interpret work orders and plans; Ability to follow proper methods, procedures and safety precautions.

Skills: Skill in the operation of heavy equipment and in the operation and maintenance of equipment used in the Highway Department.

Physical Requirements:

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

This position primarily involves physical labor. It requires both indoor and regular outdoor work, performed under varying weather and other conditions with exposure to some occupational risks. Must be able to: access all areas/levels of a construction site/building/ structure; traverse uneven terrain; and enter, exit and operate vehicles.

While performing the duties of this position, the employee is required to regularly engage in strenuous physical effort, including: repetitious physical motions; lifting and/or moving 100 pounds or more; operation of heavy and light equipment, vehicles, tools; and moving about all indoor and outdoor work sites efficiently

Supervision:

Supervision Scope: Functions are generally well defined and limited in scope but may involve some judgment and initiative in determining method of completion.

Supervision Received: Works under the general direction of the Road Agent or his designee and in accordance with applicable New Hampshire Laws, town policies and relevant state, federal, and local regulations and standards. Follows established work plan and completes work in accordance with established departmental policies and standards; issues are referred to supervisor.

Supervision Given: None.

Job Environment:

- The majority of work is performed outdoors with exposure to temperature extremes and inclement weather. Incumbent is subject to the hazards associated with work such as hazardous road conditions, gases and toxins. Work environment is very loud. On-call for emergencies.
- Regularly operates equipment such as dump trucks, light duty trucks, backhoe, front-end loader, sweeper, tractor, backhoe, sander, snow plow and hand/power/pneumatic tools.
- Interacts occasionally with other town departments, the general public and contractors working for the department. Communicates in person and involves an information exchange dialogue.
- Errors may result in time loss and delay, cause damage to buildings and/or equipment, result in serious personal injury and injury to others and have monetary repercussions.

(This job description does not constitute an employment agreement between the employer and employee and is subject to change by the employer as the needs of the employer and requirements of the job change.)