



Title: Seasonal Highway Worker

FLSA Status: Non-Exempt

Department: Highway

Updated: 11/2022

General Definition of Work

Assists full-time staff in various maintenance and engineering tasks, including operation of County equipment. This position reports to the County Engineer.

Essential Functions

To perform this job successfully, an individual must be able to perform each essential function satisfactorily. The requirements listed below are representative of the knowledge, skill, and/or ability required. Reasonable accommodations may be made to enable an individual with disabilities to perform the essential functions.

- Assists maintenance personnel in general roadside and site maintenance tasks such as mowing, replacing culverts, cutting trees and brush, replacing signs, flagging traffic, and picking up litter/trash.
 - Performs material and soil testing procedures for aggregate, concrete, soil and bituminous mixtures.
 - Performs yield checks to verify the proper quantity is being used.
 - Operates a variety of equipment engaged in highway maintenance and construction activities, such as pickups, mowers, brooms, loaders, skid-steers, tractors, or similar equipment.
 - Assists engineering staff when needed.
 - Performs janitorial duties where assigned.
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Knowledge, Skills and Abilities

Ability to read and interpret plans and specifications; ability to maintain accurate records; ability to perform simple calculations; ability to communicate effectively both orally and in writing; ability to establish and maintain effective working relationships with associates, contractors, and the general public.

Minimum Qualifications

High School diploma or GED.
Valid driver's license in the State of Minnesota.

Working Conditions

The characteristics listed below are representative of the physical demands, physical agility, sensory requirements, and environmental exposures required by an individual to successfully perform the essential duties of this position. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential duties.

This work requires the regular exertion of up to 10 pounds of force, frequent exertion of up to 25 pounds of force and occasional exertion of up to 50 pounds of force; work regularly requires speaking or hearing and using hands to finger, handle or feel, frequently requires standing, walking and lifting and occasionally requires sitting, climbing or balancing, stooping, kneeling, crouching or crawling, reaching with hands and arms and repetitive motions; work requires ability to adjust focus, depth perception, color perception and

peripheral vision; vocal communication is required for expressing or exchanging ideas by means of the spoken word and conveying detailed or important instructions to others accurately, loudly or quickly; hearing is required to perceive information at normal spoken word levels and to receive detailed information through oral communications and/or to make fine distinctions in sound; work requires preparing and analyzing written or computer data, visual inspection involving small defects and/or small parts, using of measuring devices, operating machines, operating motor vehicles or equipment and observing general surroundings and activities; work frequently requires working near moving mechanical parts and exposure to outdoor weather conditions and occasionally requires exposure to fumes or airborne particles, exposure to extreme heat (non-weather) and exposure to vibration; work is generally in a loud noise location (e.g. grounds maintenance, heavy traffic).

Physical Exertion (Pounds)	
Up to 10	Frequent
Up to 25	Frequent
Up to 50	Occasional
Up to 100	Occasional
100 or more	Occasioanl

Environmental Exposures	
Work near moving mechanical parts	Frequent
Work in high, precarious places	Seldom
Toxic or caustic chemicals	Occasioanl
Outdoor weather conditions	Frequent
Extreme Cold, non-weather	Occasional
Extreme Heat, non-weather	Occasional
Noise Level	Loud

The duties listed above 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.