



Adams County Highway Worker I - III

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| SALARY | \$21.20 - \$30.78 Hourly \$44,096.00 - \$64,020.70 Annually | LOCATION | Strasburg, CO |
| JOB TYPE | Regular Full-time | JOB NUMBER | 06401 |
| DEPARTMENT | Public Works | DIVISION | Operations |
| OPENING DATE | 03/04/2024 | OUR MISSION | At Adams County, our team members engage in top-notch opportunities to grow and expand their impact. We cultivate an inclusive and innovative culture where diversity matters! Diversity, Equity & Inclusion (DEI) is a core cultural competency at Adams County, and we actively seek and welcome applicants that bring diverse experiences and value inclusion. |
| POSITION | Onsite -- Job duties and expectations | | |
| CLASSIFICATION | require employee to be regularly scheduled onsite. | | |

What Success Looks Like In This Job

The Department has elected to consider a range of experience for this vacancy. A candidates' qualifications will determine the level at which they are hired.

Highway Worker I: Entry level position. Under direction, performs a variety of semi-skilled maintenance and repair duties in support of assigned County Department, Division, or program and to provide support to assigned supervisory staff. Generally, work will be performed in the Public Rights of Way (ROW), for the purpose of maintaining and repairing County owned or maintained infrastructure.

Highway Worker II: Journey level position. Requires 2 years increasingly responsible experience and more advanced DOT recognized licensure/certification. Under direction, performs a variety of semi-skilled maintenance and repair duties in support of assigned County Department, Division, or program and to provide support to assigned supervisory staff. Generally, work will be performed in the Public Rights of Way (ROW), for the purpose of maintaining and repairing County owned or maintained infrastructure.

Highway Worker III: Master level position. Requires 5 years increasingly responsible experience and more advanced DOT recognized licensure/certification. Independently and proficiently performs a full range of skilled maintenance duties

involved in the maintenance, installation, and repair of structures, roads/highways, drainage systems, traffic signs, pavement markings, traffic lights, grounds, trails, and/or related systems including light equipment and commercial vehicle operation.

All Levels: Highway Workers are considered essential staff. Availability for shift work, on-call, and stand-by call is required, especially during weather events. Overtime for these positions is available and is periodically required.

Highway Worker I: \$ 44,096.00 - \$- 50,710.40

Highway II: \$ 49,546.27 - \$ 56,978.21

Highway III: \$ 55,670.18 - \$ 64,020.70

Examples of Duties for Success

- Perform a full range of semi-skilled maintenance duties involved in the maintenance, installation, and repair of structures, roads/highways, drainage systems, traffic signs, pavement markings, traffic lights, grounds, trails, and/or related systems including light equipment and commercial vehicle operation.
- Operate light and heavy construction and maintenance equipment including sweepers, loaders, backhoes, graders, dual-axle tilt trailers, tandem axle dump trucks, and bobtail trucks, in support of a variety of maintenance and construction operations involving streets, highways, storm water drainage, parks, and related systems.
- Operate various hand and power tools and shop equipment; provide general manual labor to assist with operations as assigned.
- Perform daily pre-check and post-check inspections of equipment to ensure safe operation; perform preventive maintenance on heavy and light equipment as required.
- Operate tandem and bobtail trucks for hauling material and equipment to and from work sites. Ensure that all equipment and materials are loaded and unloaded safely including proper weight distribution and properly secured; ensure that all deliveries are made according to established timelines while adhering to all traffic laws.
- Operate various sized screeners, shakers, and grinders for recycling and processing waste materials and products, separate waste materials from usable materials.
- Assist in equipment operation and other procedures involved in cleaning, maintaining, repairing, and rehabilitating County thoroughfares, drainage structures, curbs, gutters, parking lots, parks, trails, and related systems; operate various sweepers to remove materials on right-of-way.
- Fabricate, install, and maintain traffic signs and barricades. Paint and maintain crosswalks and other permanent traffic markings.
- Maintain, repair, and install guardrails.
- Remove traffic obstructions, such as private signs; trim trees and shrubs; complete edge of road mowing to ensure adequate sight distance required for safe traffic movement.
- Respond to public inquiries in a courteous manner; provide information within the area of assignment.
- On-call for emergency/disaster situations including winter snow operations
- Plow sand and remove snow and ice from streets, curbs, gutters, and parking areas utilizing specialized equipment; remove foreign materials from roadways, ditches, culverts, and creek beds.
- Ensure that all work is performed according to applicable safety regulations, rules, policies, plans, and specifications; ensure public safety as it pertains to the construction and rehabilitation of County properties; erect and maintain temporary traffic controls, barricades, and warning signs properly at assigned job sites as needed.
- As assigned, participate in the activities and services of other County Departments and Divisions.
- Perform other related duties and responsibilities as required.
- Highway Worker III - Exercises Direct Supervision of Crew's Daily Activities; reports to division Foreman.

Qualifications for Success

- Basic methods and techniques of construction, maintenance, and repair.
- Follow safety practices and comply with OSHA regulations and environmental laws required regarding the use and disposal of materials. Learn, understand and apply pertinent laws, rules, and regulations associated to industry.
- Principles of record keeping and reporting concerning time and materials. Ability to read, write and use basic math and geometry associated with work activities.
- Learn methods and techniques of traffic control. Direct vehicular traffic accordingly to manual of uniform traffic control devices (MUTCD).
- Computer Skills: Knowledge and ability to learn MS Office and JD Edwards (Time Entry). Ability to learn GIS-based sign management and sign fabrication software and equipment. Ability to use County supported computer software programs.
- Ability to work in extreme weather conditions, confining workspaces, around electrical hazards, noise, vibrations, chemicals, dust, mechanical hazards, and flammable materials. Perform a variety of manual tasks for extended periods of time and in all weather conditions. Perform heavy manual labor.
- Safely operate tools and equipment used in construction and maintenance.
- Ability to lift objects up to 50 lbs regularly and 100 lbs occasionally.
- Learn to operate a variety of power-driven equipment.
- Read and interpret maps, sketches, drawings, specifications, and technical manuals.
- Communicate clearly and concisely, both orally and in writing.
- Establish, maintain, and foster positive and harmonious working relationships with those contacted in the course of work.
- Maintain mental capacity that allows for effective interaction and communication with others.
- Maintain physical condition appropriate to the performance of assigned duties and responsibilities.

More Qualifications for Success

Highway Worker I

Education and Training: High school diploma or GED equivalent required.

Experience: Six (6) months experience in field maintenance, civil construction, snow removal, heavy equipment operation, work zone safety set up/tear down, or a closely related field is preferred.

License or Certificate:

- A valid CO Driver's License or ability to obtain within 30 days of hire.
- A Class B Commercial Driver's License (CDL), with air brake endorsement and tanker endorsement is required within three (3) months of employment.

Highway Worker II

Education and Training: High school diploma or GED equivalent required.

Experience: Two (2) years' field maintenance, civil construction, snow removal, heavy equipment operation, work zone safety set up/tear down, or a closely related field is required.

License or Certificate:

- A valid CO Driver's License or ability to obtain within 30 days of hire.

- A Class B Commercial Driver's License (CDL), with air brake endorsement and tanker endorsement is required within three (3) months of employment.

Highway Worker III

Education and Training: High school diploma or GED equivalent required.

Experience: Five (5) years' increasingly responsible experience in field maintenance, civil construction, snow removal, heavy equipment operation, work zone safety set up/tear down, or a closely related field is required.

License or Certificate:

- A valid CO Driver's License or ability to obtain within 30 days of hire.
- A Class A Commercial Driver's License (CDL), with no restrictions, including air brake endorsement and tanker endorsement is required within three (3) months of employment.
- Will be required to obtain Flagger certification within 90 days of hire.

All Levels:

- *Adams County is required by the Federal Motor Carrier Safety Regulations to conduct pre-employment and ongoing random drug screens, background checks, and motor vehicle record checks. Successful candidates must pass all the above, including a DOT physical and a criminal background check.*
- *Applicants must have an accident-free record (Occupational and MVR) for a minimum of twelve months at the time application.*

Background Check: Must pass a criminal background check.

Other:

- Essential positions require availability for shift work, on-call, and stand-by call, especially during weather events and emergencies.
- Ability to provide coverage on holidays may be required.
- Optional overtime is available; periodic mandatory overtime may be required.

Physical Requirements:

- Must be able to lift objects up to 50 pounds regularly and 100 pounds occasionally.
- Ability to sit, stand, walk, kneel, crouch, squat, stoop, reach, crawl, twist, and climb.

Work Environment: Must tolerate exposure to noise, outdoors, confining workspace, vibration, dust, and mechanical hazards.

Agency

Adams County

Address

4430 S. Adams County Parkway, Suite C4000B

Brighton, Colorado, 80601-8213

Website

<http://www.adcogov.org/current-career-opportunities>

Highway Worker I - III Supplemental Questionnaire

***QUESTION 1**

Please be aware that your cover letter and resume will not be accessed in the initial screening process, so you must complete your application and supplemental questions with as much detail as possible. Any personally identifiable information (PII) such as name and address will be redacted from applications that meet the minimum screening requirements and are forwarded to the hiring manager. If the hiring manager selects you to advance in the hiring process, your cover letter and resume will then be accessible to the hiring team. Information provided on the application is used to determine if a candidate meets minimum qualifications. Only information provided at the time of the

application being completed will be considered and additional information that is not listed on the application will not be considered when deciding if a candidate meets or does not meet the qualifications. Applicants are **STRONGLY** encouraged to include all information and details on their application. I understand and agree that only information provided at the time of my application will be used to determine if I meet the minimum requirements for this position.

- ☐ Yes, I understand and agree
- ☐ Yes, I understand but disagree.

***QUESTION 2**

Please select your highest level of education:

- ☐ High School Diploma/GED
- ☐ Associate's Degree
- ☐ Bachelor's Degree
- ☐ Master's Degree
- ☐ Doctorate's Degree
- ☐ Not Applicable

***QUESTION 3**

How many years (months) of field maintenance, civil construction, snow removal, heavy equipment operation, work zone safety set up/tear down, or a closely related field do you possess?

- ☐ 0 - 5 Months
- ☐ 6 Months - Under 1 Year
- ☐ 1 - 2 Years
- ☐ 3 - 4 Years
- ☐ 5+ Years

***QUESTION 4**

Do you currently possess or do you have the ability to obtain a valid Colorado driver's license within 30 days of hire?

- ☐ Yes
- ☐ No

*** Required Question**