



**COLUMBIA COUNTY, OREGON**  
**JOB TITLE: ROAD MAINTENANCE WORKER II**  
**DATE: MAY 1, 2024**

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<b>EXEMPT (Y/N):</b>	No	<b>CLASSIFICATION:</b>	CSC
<b>DEPARTMENT:</b>	Public Works	<b>JOB CODE:</b>	404
<b>SUPERVISOR:</b>	District Supervisor	<b>SALARY RANGE:</b>	23
<b>UNION (Y/N):</b>	Yes	<b>LOCAL:</b>	AFSCME 697

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**GENERAL STATEMENT OF DUTIES:** Operate moderately and complex road construction and maintenance equipment. Perform skilled tasks related to road construction, on highway bridges, and other structures.

**ESSENTIAL DUTIES AND RESPONSIBILITIES** include the following. Other related duties may be assigned. In addition to performing all duties of a Road Maintenance Worker I, the following duties are performed.

**Backhoe Operator:** Operate a backhoe in digging ditches, removing slides, or transporting materials.

**Bucket Truck Operator:** Operate controls in the bucket while at high elevation for tree trimming.

**Carpenter:** Build forms, tie steel, shape timbers, or operate specialized bridge construction equipment. Perform building carpentry, roofing, welding, and cutting.

**Chip Spreader:** Operate chip spreader or aggregate volume controls during chip seal operations.

**Excavator Operator:** Operate gradall or excavator.

**Explosives Handler:** Do blasting with explosives, including operating jackhammer to drill holes for placement of explosives.

**Grader Operator:** Operate grader for maintenance or construction.

**Herbicide Driver:** Operate herbicide spray accessories or perform other herbicide spray activities.

**Light/Heavy Dozer Operator:** Operate heavy tractor or dozer in earth moving and similar road construction and maintenance activities.

**Paint Machine Operator:** Operate traffic line machine or controls (front or rear) for road striping.

**Paver:** Operate mix and spread depth controls on paver.

**Power Mower/Brush Cutter Operator:** Operate power mower on right of ways to cut grass and brush with tractor mounted brush cutting equipment.

**Roller Operator:** Operate roller for asphalt concrete operations.

**Snowplow and Sander:** Operate various snowplows and sanders for winter weather conditions.

**Tank Truck Driver:** Operate water truck or oil distributor truck over 1000 gallons capacity in applying water or asphalt to roadway surfaces.

**Truck and Trailer Driver:** Operate heavy truck with trailer to transport road maintenance equipment or materials.

Respond to emergency road conditions.



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Perform routine service and maintenance of equipment. Maintain tools and equipment in proper working condition.

Use the following equipment, in addition to any other equipment mentioned above or below with proficiency: All equipment required of a Road Maintenance Worker I, backhoe, belly dump, chip spreader, dozer, excavator, gradall, grader, herbicide machine, roller for asphalt concrete compaction, mower/brush cutter, paint machine, paver, and 10-yard truck and trailer.

Use a variety of hand tools to include chainsaw, jack hammer, concrete or asphalt cutter, pole saw, circular saws, grinders, compactors, power washers, and welding torches.

Maintain necessary certifications required to perform the essential functions of the position.

Follow all safety rules and procedures established for work areas. Comply with all relevant county policies and procedures.

Maintaining regular attendance during the assigned work schedule is an essential requirement of this position. The ability to serve and meet in person with members of the general public, co-workers, and others is required.

**SUPERVISORY RESPONSIBILITIES:** Supervision of employees is not a responsibility assigned to this position. This position may nominally supervise or assist other employees in training.

**SUPERVISION RECEIVED:** Work is performed under the general direction of the District Supervisor who provides policy, procedure, and administrative direction and reviews performance.

**QUALIFICATION REQUIREMENTS:** To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The competencies below represent the required knowledge, skills, and/or abilities. Reasonable accommodations may be made to enable individuals with disabilities to perform essential functions.

**EDUCATION and/or EXPERIENCE:** Equivalent to a high school diploma. Four years of experience in road construction, maintenance and repair, including experience in the operation of motorized road construction equipment. Any satisfactory combination of experience and training, which demonstrates the required knowledge, skills, and abilities may be substituted for the above requirements.

**DESIRABLE QUALIFICATIONS:** Additional specialized training related to road construction preferred. Team player willing to work collaboratively toward shared goals and be open to diverse ideas and perspectives. Receive constructive feedback in a positive manner.

**CERTIFICATES, LICENSES, REGISTRATIONS:** Must possess or be able to obtain within six months of hire a valid Class A commercial driver's license (CDL) with tanker and hazardous materials endorsements and be insurable under the county's liability policy.

**KNOWLEDGE, SKILLS, AND ABILITIES:** Thorough knowledge of the operation, maintenance, and minor repair of heavy road construction and maintenance equipment. Knowledge of the methods and materials used in road construction and vehicle maintenance. Thorough knowledge of bridge construction. Thorough knowledge of the operation, cleaning, and use of retorts, oil pumps, and auxiliary equipment.



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Skill in business software and Microsoft Office products.

Ability to:

- Express ideas effectively, both verbally and in writing. Use sound judgment.
- Adapt to change or new situations and openly acknowledge and work through conflict. Accept responsibility and be able to work well with ambiguity.
- Work independently and as part of a team.
- Act in such a manner as to maintain the confidentiality of the records and issues and other matters that may be encountered.
- Develop and maintain harmonious and effective working relationships with employees, other agencies, county officials, and the general public.
- Read, understand, and enforce all laws, regulations, ordinances, and standards consistently to ensure compliance and to protect the public's health and safety.
- Operate equipment effectively, efficiently, and safely under all conditions, including adverse weather conditions.
- Act effectively and decisively in emergency situations.

**SPECIAL NECESSARY QUALIFICATIONS:** Must be able to pass a pre-employment background and drug screening. Must be able to maintain a Medical Examiners Certificate as required under Department of Transportation regulations for CDL Drivers.

**PHYSICAL DEMANDS:** The physical demands described here must be met by an employee to perform the essential functions of this job successfully. Reasonable accommodations may be made to enable individuals with disabilities to perform essential functions.

While performing the duties of this job, regularly required to use hands to finger, handle, or feel. Frequently required to stand and reach with hands and arms. Occasionally required to walk; sit; climb or balance; and stoop, kneel, crouch, or crawl, at times on uneven ground. Regularly lift and/or move up to 25 pounds, frequently lift and/or move up to 50 pounds, and occasionally lift and/or move up to 100 pounds.

**WORK ENVIRONMENT:** The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform essential functions.

While performing the duties of this job, regularly exposed to outside weather conditions and may be required to work evenings during all adverse weather conditions. May be required to work alone or with community service workers. Frequently exposed to moving mechanical parts; high, precarious places; and outside weather conditions. Occasionally exposed to fumes or airborne particles, toxic or caustic chemicals, and risk of electrical shock. The noise level in the work environment is usually moderate.

***To perform this job successfully, an individual must be able to perform the essential job functions satisfactorily. Reasonable accommodations may be made to enable individuals with disabilities to perform the primary job functions herein described. Since every duty associated with this position may not be described herein, employees may be required to perform duties not specifically spelled out in***



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*the job description, but which may be reasonably considered to be incidental in the performing of their duties just as though they were actually written out in this job description.*

*Columbia County has the right to revise this job description at any time.  
This description does not represent in any way a contract of employment.*