

Position Description		LTE
Class Title: Highway Seasonal LTE 1	Reports To:	Wage Range: P-02-2080
Department: Highway	Location: Spooner	Date: June 2023

PURPOSE OF POSITION:

The purpose of this position is to provide additional assistance for summer highway maintenance operations. This is a temporary seasonal position, not to exceed 600 hours.

GENERAL STATEMENT OF DUTIES:

The primary functions of this position are to perform general highway maintenance laborer tasks involving the use of hand tools and operation of motorized equipment, including but not limited to, traffic flagging, mowing with light duty tractors, pot hole patching, and general labor.

EXAMPLES OF DUTIES PERFORMED: (Illustrative only)

- Operating small equipment including a mower tractor, and a small dump truck
- Assist with blacktop patching
- Shoveling gravel and rock picking
- Clean and maintain equipment
- Operate various hand tools
- Assist with traffic flagging
- Perform all duties with appropriate safety and security standards.
- Other duties as assigned
- Must be available for overtime hours

REQUIRED KNOWLEDGE, SKILLS AND ABILITIES:

Ability to effectively use hand tools. Ability to understand and follow written and oral instructions. Ability to work independently. Good physical condition necessary to perform job duties; including ability to lift heavy loads, ability to work in extreme heat/adverse weather conditions, and ability to stand for long periods of time. Must be punctual, possess a strong work ethic, and be able to work effectively with a wide variety of people.

EDUCATIONAL REQUIREMENTS:

Must have graduated from high school or passed high school equivalency based test (GED). Must have valid WI driver's license, and possess a good driving record.

EXPERIENCE REQUIRED:

Any combination of experience and training and which would provide the required knowledge and abilities.

PHYSICAL DEMANDS:

Physical demands of this position vary from day to day and are highly dependent on the physical function being fulfilled on that day. The position requires high to very high physical strength. The position requires a high level of mobility and stamina as well as physical flexibility. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions of this position.

H – Heavy Work – Exerting 50 to 100 pounds of force occasionally and /or 25 to 50 pounds of force frequently and /or 10 to 20 pounds of force constantly to move objects. Physical demand requirements are in excess of those for medium work.

V – Very Heavy Work – Exerting in excess of 100 pounds of force occasionally and /or in excess of 50 pounds of force frequently and /or in excess of 20 pounds of force constantly to move objects. Physical demand requirements are in excess of those for Heavy Work.

Light duty may be assigned as required by physician.

While performing the duties of this job, the employee is required to use hands to finger, handle, feel or operate objects, tools, or controls and reach with hands and arms. The employee frequently is required to stand, sit, and hear. The employee is occasionally required to walk, climb, balance, stoop, kneel, crouch or crawl.

Specific vision abilities required by this position include close vision, distance vision, peripheral vision, depth perception and the ability to adjust focus.

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 the essential functions.

While performing the duties of this job, the employee frequently works in outside weather conditions. The employee frequently works near moving mechanical parts and is frequently exposed to wet and/or humid conditions and vibration. The employee occasionally works in high, precarious places and is occasionally exposed to fumes or airborne particles, toxic or caustic chemicals.

The employee regularly is exposed to moderate amounts of noise.

The employer will furnish ear, eye and head protection.

This position description has been prepared to assist in defining job responsibilities, physical demands, working conditions and skills needed. It is not intended as a complete list of job duties, responsibilities and/or essential functions. This description is not intended to limit or modify the right of the supervisor to assign, direct and control the work of employees under supervision. The County retains and reserves any and all rights to change, modify, amend, add to, or delete from any section of this document as it deems, in its judgment, to be proper.

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. The 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.

Effective Date: April 2017
Revision History: June 2023