

IDAHO COUNTY ROAD DEPT.
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IDAHO COUNTY ROAD MAINTENANCE TECHNICIAN

Department: Road Department
Established: 12/2013

Reports to: Assistant Superintendent
Date Revised: 09/30/2026

Pay Grade \$26.38
FLSA Status:

CLASSIFICATION SUMMARY

The Road Maintenance Technician performs skilled maintenance and construction work on County roads, bridges, and rights-of-way to ensure the safety of the general public. The position operates light and heavy equipment, including snow removal equipment. The work is performed under the direct supervision of the Assistant Superintendent of the Road Department, with some latitude for independent judgment and initiative. The principal duties of this position are performed in a shop and outdoor environment that may include working in adverse weather conditions and hazards involving the use of heavy equipment and power tools. The position is on-call during the winter for snow removal.

ESSENTIAL DUTIES AND RESPONSIBILITIES *(illustrative only and may vary by assignment)*

- Operates heavy equipment including, but not limited to, bulldozers, graders, loaders, single- and double-axle trucks, backhoes, track hoes, loaders, chip spreaders, rollers, brush cutters, snowplows, and related road maintenance and construction equipment.
- Operates a variety of hand and power tools including, but not limited to, sledges, hammers, picks, air compressors, welders, chainsaws, air hammers, jacks, and related equipment.
- Grades roads, smoothing potholes and washboards, and maintains slope for proper drainage.
- Maintains culverts and bridges.
- Removes debris and other safety hazards from roads, culverts, storm drains, and adjacent public areas.
- Open and closes roads seasonally.
- Snow removal, sanding, and de-icing operations during winter months.
- Hauls material to road construction and maintenance sites.
- Places work zone traffic control devices and perform flagging duties, as needed.
- Performs routine and preventative maintenance on vehicles and equipment and maintains service and maintenance records.
- Performs time management and scheduling functions, meets deadlines, and sets project priorities.
- Communicates and coordinates regularly with appropriate co-workers to maximize the effectiveness and efficiency of interdepartmental operations and activities.
- Maintains strict confidentiality in all cases.
- Assists other department and County employees as needed or requested.
- Performs all work duties and activities in accordance with County policies and procedures and County and OSHA safety practices.

SECONDARY DUTIES AND RESPONSIBILITIES:

- On call in winter for plowing snow.
- Performs other duties as assigned.

CLASSIFICATION REQUIREMENTS:

The requirements listed below are representative of the minimum knowledge, skill, and/or ability required for an individual to satisfactorily perform each essential duty satisfactorily and be successful in the position.

Knowledge of:

- Methods, materials, procedures, and standard practices of road, bridge, and right-of-way maintenance and construction, including asphalt repair, removal, and replacement.
- Methods, materials, procedures, and standard practices of snow removal, sanding, and de-icing.
- Heavy and light equipment operation and maintenance.
- Hand and power tool operation and maintenance.
- County policies and federal (OSHA) regulations regarding safe work practices relating to use of heavy and light equipment, hand and power tools, and trench and confined space workplace safety.

Skill and Ability to:

- Operate heavy equipment, including but not limited to, bulldozers, graders, loaders, single- and double-axle trucks, backhoes, track hoes, loaders, chip spreaders, rollers, brush cutters, snowplows, and related road maintenance and construction equipment.
- Operate a variety of hand and power tools including, but not limited to, sledges, hammers, picks, air compressors, welders, chainsaws, air hammers, jacks, and related equipment.
- Perform traffic safety measures.
- Perform routine and preventative maintenance on vehicles and equipment and maintain service and maintenance records.
- Perform heavy manual labor in the construction and maintenance of roads and bridges.
- Speak clearly and communicate accurate information to others.
- Use English to communicate effectively with others.
- Listen carefully to, understand, and effectively communicate through oral, written, and interpersonal communication channels.
- Follow verbal and written instructions.
- Work independently and exercise initiative, with general guidance and supervision.
- Use good judgment to make sound and reasonable decisions and problem-solving skills to respond to customer service needs in accordance with laws, ordinances, regulations and established policies.
- Maintain a professional demeanor at all times.
- Perform a wide variety of duties and responsibilities with accuracy and speed under the pressure of time-sensitive deadlines.
- Demonstrate integrity and ingenuity the performance of assigned tasks and solving problems.
- Perform all duties in accordance with County policies and procedures with regard for personal safety and that of other employees and the public.
- Perform all duties following federal (OSHA) regulations regarding safe work practices relating to use of heavy and light equipment, hand and power tools, and trench and confined space workplace safety.
- Maintain confidentiality.

ACCEPTABLE EXPERIENCE AND TRAINING:

- High school diploma or GED.
- 1 Year Driver's License Record
- Valid Idaho Class A CDL Driver's License required.
- Flagger certification and CPR/First Aid certification. May be acquired after hire date if needed.
- Additional Driver's License endorsements may be required.
- Some construction or heavy equipment operation experience is preferred.
- Additional certifications such as flagging and traffic safety may be required; or
- An equivalent combination of education and experience that provides the required skills, knowledge and abilities to successfully perform the essential functions of the position may be considered.

PHYSICAL DEMANDS & WORK ENVIRONMENT:

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

While performing the duties of this classification, the employee is frequently required to stand, walk, sit, stoop, kneel, bend, use hands to handle materials, or manipulate tools used in performing the essential functions of the classification, and reach with hands and arms. The employee must frequently lift and/or move up to 75 pounds and, infrequently, up to 150 pounds or more, with assistance. Specific vision abilities required by this classification include close vision, distance vision, color vision, peripheral vision, depth perception and ability to adjust focus. Sufficient clarity of speech and hearing abilities required by this classification includes those which permit the employee to discern verbal instructions and communicate effectively in person and to discern heavy equipment safety warnings. While performing the duties of this classification, the employee works in a shop and road maintenance and construction setting where the noise level in the work environment is usually moderate but can be loud. The work environment includes exposure to adverse weather conditions and exposure to the hazards involving use of heavy equipment and power tools.

We have reviewed this draft class specification and have made our revisions to reflect an accurate and complete specification. We understand this is not a reflection of every duty or task of the position but believe it fairly represents the primary duties and responsibilities as well as acceptable qualifications.

_____ <i>Employee Name Printed</i>	_____ <i>Employee Signature (if more than one employee, use initials)</i>	_____ <i>Date</i>
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_____ <i>Supervisor Name - Printed</i>	_____ <i>Supervisor Signature</i>	_____ <i>Date</i>
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_____ <i>Elected Official or Dept. Head Name - Printed</i>	_____ <i>Elected Official or Dept. Head - Signature</i>	_____ <i>Date</i>
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