

Town of Starksboro

Job Description

Road Crew

FLSA Designation: Non-Exempt
Hours per week: 40 plus overtime as required

Scope of Position:

This position is responsible for all aspects of maintaining the town roads. The position involves recommending and completing work projects, and skilled, technical work in the maintenance, repair, and construction of town roads and facilities.

The road crew is expected to provide for the safety of town roads and must be familiar with all the town's vehicles and equipment and understand how to operate them safely and efficiently.

The position requires good judgment to ensure the safety of the public and town employees.

Duties and Responsibilities:

- Plan and perform snow and ice removal activities on town roads and facilities
- Plan and perform work projects such as grading, ditching, plowing, culvert repair and other projects as required
- Perform maintenance, repair, and construction work on town roads and facilities
- Operate hand tools, heavy equipment, light trucks, plow trucks, power tools, and other highway department equipment
- Use chainsaw and other tools to cut brush and trees along roadside
- Interact with the public in a professional manner
- Perform regular and special maintenance on town equipment and vehicles
- Operate equipment in a safe manner
- Other duties as necessary for the proper maintenance of town roads, equipment and facilities

Requirements of Work:

- Ability to operate all highway equipment, including but not limited to: plow truck, salt truck, chainsaw, grader, backhoe, excavator and front end loader
- Ability to perform regular maintenance on equipment and vehicles.
- Ability to work as part of a team
- Ability to complete projects requiring strenuous physical labor
- Ability to develop technical knowledge of highway construction practices
- Light carpentry skills
- Ability to develop institutional knowledge such as structures to avoid when plowing, techniques for plowing difficult sections, planning routes to plow, etc.

- Ability to lift and/or move up to 100 pounds
- Ability to use multiple forms of vision, including close vision, distance vision, peripheral vision, night vision, and depth perception.
- Ability to perform moderately strenuous duties under varying weather conditions for long hours.
- Ability to work overtime.
- Ability to work safely around machinery and hazardous materials (fuel, solvents, etc.)
- Ability to accept and provide constructive criticism.

Education, Training and Experience:

- Commercial Driver's License (CDL). New employees must have a Class B CDL and be willing to obtain a Class A CDL. Failure to obtain and maintain the required CDL shall be grounds for dismissal. For the right candidate, the Town may consider covering the cost of obtaining the CDL, contingent upon an employment commitment. If the employee leaves before the commitment period is fulfilled, they may be required to reimburse the Town for the cost of the CDL on a prorated basis.
- High School education or GED

Physical Demands / Work Environment:

This is a physically demanding, outdoor job requiring the use of hands to operate equipment, and the ability to stand, talk, and hear. The employee is often required to walk; sit for long periods of time; climb or balance; stoop, kneel, crouch, or crawl. While performing the duties of this job, the employee regularly works in inclement weather conditions. The employee frequently works near moving mechanical parts and is often exposed to wet and/or humid conditions and vibration.

Much of the job takes place in a public environment. The employee must be able to work during distractions, and maintain a professional demeanor during public encounters.

Must live or be willing to relocate to within reasonable distance of Starksboro.

A comprehensive benefits package is offered in accordance with the Starksboro Personnel Policy. This includes health insurance with 100% of the premium covered by the Town, as well as one week of paid vacation during the first year of employment.