



BINGHAM COUNTY **Is Recruiting for the Position of**

ROAD AND BRIDGE LEAD

November 13, 2023

Salary: Starts at \$22.03/hour – Hiring Step DOQ/DOE

Full Time, County Benefits Included

Closing Date: Open until Filled

THIS POSITION IS ELIGIBLE FOR A SIGN-ON BONUS OF \$500.00 (External Applicants Only)
SEE HUMAN RESOURCES DEPARTMENT FOR DETAILS

Pay Grade: N22

FLSA Designation: Non-exempt

Purpose Of Class/Primary Function

The principal function of an employee in this class is to supervise and perform journey level maintenance and construction work on County projects, roads, bridges, and right-of-ways. The Lead will operate heavy equipment and has the responsibility to serve as a field supervisor monitoring various road projects and operations. The work is performed under the supervision of the Road and Bridge Supervisor but considerable leeway is granted for the exercise of independent judgment and initiative. The Lead will be required to assume the Road and Bridge Supervisor responsibilities in his or her absence. The principal duties of this class are performed in an outdoor environment and may include working in adverse weather conditions and hazards involving the use of heavy equipment and power tools.

Essential Duties and Responsibilities (will vary by assignment)

- Supervises short-term and daily work assignments and daily operations of road and equipment maintenance workers;
- Monitors work assignments for quality, completion, and safe work practices;
- Ensures equipment, supplies, and a sufficient work crew is available at assigned job site;
- Maintains records, documentation, and logs of work orders, including materials, tools, supplies, equipment, and labor for work assignments;
- Inspects roads, bridges, rights-of-way, and related County property to determine conditions and maintenance required;
- Operates a variety of vehicles and heavy equipment, including but not limited to, graders, dump trucks, front end loaders and attachments, tractor mowers, rollers, backhoes, water tankers, snow removal vehicles, and related equipment;
- Operates a variety of hand tools and power tools, including but not limited to, chain saws, sledges, hammers, picks, air compressors, air hammers, jacks, and related equipment;
- Operates two-way radio communication equipment to maintain contact with work crews in the field;
- Performs scheduled and assigned maintenance, repair, and service work on County roads, rights-of-ways, medians, and structures;
- Erects, maintains, and repairs fences, guard rails, and traffic signs;
- Removes debris and other safety hazards from roads, culverts, storm drains, and adjacent public areas;

- Places erosion and sediment control devices;
- Places work zone traffic control devices and performs flagging duties;
- Schedules maintenance of vehicles and equipment,
- Performs routine maintenance on vehicles and equipment
- Supervises, and evaluates employees;
- Performs all work duties and activities in accordance with County policies, procedures, and safety practices.

Other Duties and Responsibilities

- On-call after regular hours to respond to emergency situations.
- Performs other related duties as required.

Competency Requirements

Knowledge of:

- Methods, materials, procedures, and standard practices of road, bridge, and right-of-way maintenance, vegetation control and removal, and related duties;
- Methods, materials, procedures, and standard practices of road, bridge, and right-of-way construction and repair, including concrete and asphalt repair, removal, and replacement;
- Methods, materials, procedures, and standard practices of snow removal, sanding, and de-icing;
- Heavy and construction equipment operation and maintenance;
- Equipment and tool operation and maintenance practice
- Welding and metal fabrication;
- Federal (OSHA and MSHA) regulations and County policies regarding safe work practices relating to use of heavy equipment, power tools, and trench and confined workplace safety.

Ability to:

- Supervise, train, evaluate, and employees;
- Operate heavy and power equipment, including but not limited to, grounds keeping equipment, dump trucks, graders, loaders, dump trucks, rollers, snow plowing and sanding, and related equipment as required;
- Perform concrete and asphalt repair and replacement;
- Operate hand tools;
- Operate a motor vehicle, including heavy equipment;
- Operate two-way radio communication equipment;
- Read and comprehend road, bridge, and construction blueprints and diagrams;
- Prepare and present oral and written reports;
- Communicate effectively with the public and other employees, occasionally in stressful conditions;
- Follow written and oral instructions;
- Establish and maintain effective working relationships with fellow employees, supervisors, County administrators, vendors, contractors, other state and federal agencies, and the public.
- Communicate effectively both orally and in writing;
- Demonstrate integrity, ingenuity, and inventiveness in the performance of assigned tasks.

Acceptable Experience and Training

- High school diploma or GED equivalency is required; and
- Three (3) to four (4) years experience in heavy equipment operation, street or utility system construction and maintenance, or a related field with emphasis on operating heavy equipment is preferred;
- Employee supervisory experience is preferred; or
- Any equivalent combination of experience and training which provides the knowledge and abilities necessary to perform the duties and responsibilities of the classification.

Special Qualifications

- Idaho Class A CDL drivers license is required;
- First Aid and CPR certification is required;
- Flagger/traffic control certification is required.

Essential Physical Abilities

- Sufficient clarity of speech and hearing or other communication capabilities, with or without reasonable accommodation, which permits the employee to discern verbal instructions and alarm and warning systems, including backup alarms, and communicate effectively in person, by telephone, and by two-way radio with other employees and the public;
- Sufficient visual acuity, with or without reasonable accommodation, which permits the employee to comprehend written work instructions and work orders, and engineering blueprints and diagrams;
- Sufficient manual dexterity, with or without reasonable accommodation, which permits the employee to operate motor vehicles, including heavy equipment, and operate a variety of power and hand tools and to make adjustments to equipment;
- Sufficient personal mobility, stamina, flexibility, and balance to perform maintenance and repair operations that require bending, stooping, kneeling, stretching, and other physical exertions in an outdoor environment, including extremes of heat and cold.
- Jobs in this class require, with or without reasonable accommodation, lifting or moving up to 50 pounds frequently and up to 100 pounds occasionally. The employee is regularly required to stand; walk over rough or uneven ground; sit; stoop, kneel, or crouch. The employee is frequently required to use hands to operate manual and powered tools and equipment; to handle or feel; to reach with hands and arms; and to climb or balance.

Benefits

Bingham County offers a highly competitive benefits package including membership in the Public Employee Retirement System of Idaho (PERSI), paid time off, holiday pay, as well as medical, dental, vision and life insurance. If you would like to view all of the benefits Bingham County offers our full-time employees, please visit our website: www.binghamid.gov, then click on Human Resources and that will take you to our web page and on the right side you will see "Employee Benefits", if you click on this you will be directed to our Benefits page.

How to Apply

A job description and the ***Application*** may be picked up at the Bingham County Courthouse, Department of Human Resources, Room 110 or you may find the application on our website: www.binghamid.gov. When you have completed the ***Application*** and have attached all of the required documentation, you may submit it by bringing it to the address listed above, or you may mail it to this address: 501 N Maple #202, Blackfoot, Idaho 83221. If you chose to mail it, the postmark must be by the closing date of this job posting. You may also fax the paperwork to (208) 782-2681 or email it to: lpope@binghamid.gov

The back page of the ***Application*** is an Authorization for Release of Records and Personal Information. You will need to sign this document in front of a Notary Public

Items that must be attached to the Application

A copy of your valid Class "A" Idaho Commercial Driver's License
--

If your application is not complete or doesn't have the required documentation, you will not be considered for this job posting.