

**MICHIGAN CIVIL SERVICE COMMISSION
JOB SPECIFICATION**

TRANSPORTATION MAINTENANCE WORKER

JOB DESCRIPTION

Employees in this job perform highway, bridge, and roadside maintenance, including sign maintenance and pavement marking. Maintenance activities include equipment servicing and facility and grounds maintenance.

There are four classifications in this job.

Position Code Title - Transportation Maint Worker-E

Transportation Maintenance Worker 6

This is the entry level. The employee, while participating in the Michigan Department of Transportation's (MDOT) Transportation Maintenance Worker (TMW) Work Element Program, performs a range of equipment operations and maintenance activities under close supervision in a learning capacity.

Transportation Maintenance Worker 7

This is the intermediate level. The employee, while participating in the MDOT's TMW Work Element Program, performs a range of equipment operations and maintenance activities under general supervision in a developing capacity.

Transportation Maintenance Worker E8

This is the experienced level. The employee, while participating in the MDOT's TMW Work Element Program, performs a full range of equipment operations and maintenance activities, and uses judgment in making decisions where alternatives are determined by established policies and procedures.

Position Code Title - Transportation Maint Worker-A

Transportation Maintenance Worker 9

This is the advanced level. The employee, while participating in the MDOT's TMW Work Element Program, performs either senior-level functions with complete responsibility for the most complex equipment operations and coordination of highway maintenance activities, to include responsibility for performing inspection of bridges and culverts; or, as a lead worker overseeing the work activities of lower-level Transportation Maintenance Workers at a work site or facility.

NOTE: Employees generally progress through this series to the experienced level based on satisfactory performance and possession of the required experience.

JOB DUTIES

NOTE: The job duties listed are typical examples of the work performed by positions in this job classification. Not all duties assigned to every position are included, nor is it expected that all positions will be assigned every duty.

Operates heavy-duty dump trucks with snowplows, underbody blades, sand and salt spreaders, and liquid applications to remove ice and snow accumulation from highways and bridges.

Operates equipment such as light-/heavy-duty trucks, tractors with attachments, backhoes, loaders, motor graders, rollers, air hammers, concrete saws and mixers, aerial towers, crack and pothole patching equipment, generators, and other light/heavy duty maintenance equipment to perform highway, bridge, and roadside maintenance.

Operates traffic control devices for establishing work zones on highways and bridges.

Operates air compressors, hydraulic post pullers, post-driving air hammers, gas cutting torches, air drills, and similar equipment, plus mechanics' hand tools to install, repair, and replace pipes, posts, signs, delineators, guardrail cable rail, and fences.

Operates equipment and tools to fabricate signs, treat roadside vegetation, and place pavement markings.

Operates powered and hand tools to perform highway, bridge, and roadside maintenance.

Performs pre-inspection of equipment for determining functional operation of the equipment. Changes tires, oils and lubricates equipment and vehicles used in highway and bridge maintenance.

Purchases materials for maintenance activities.

Trains other employees on operating equipment.

Performs related work as assigned.

Additional Job Duties

Transportation Maintenance Worker 9 (Lead Worker)

Inspects and approves/disapproves work done by contractors/consultants.

Coordinates and oversees on-the-job work of lower-level Transportation Maintenance Workers and Laborers.

Explains general work assignments to crew while participating in the work, and adapts as necessary pertinent general methods and procedures in order to meet required needs.

Trains new Transportation Maintenance Workers and Laborers on the job in all phases of highway maintenance operations.

Provides information for records and reports related to the work.

Transportation Maintenance Worker 9 (Senior Worker)

Inspects and approves/disapproves work done by contractors/consultants.

Routinely investigates, evaluates, and reports on the safety condition of structures with the region in accordance with applicable state and federal regulations.

Coordinates creation of new methods for maintenance activities.

Coordinates the Transportation Asset Management System (TAMS).

Manages the requisitioning, procurement, and maintenance of an inventory, materials, supplies, and equipment required in the work. Maintains records, prepares reports, and composes correspondence relative to the work.

Creates material specifications for use in purchasing materials by the contract process.

Performs Physical Feature Inventories. Investigates complaints and conducts road inspections on road or bridge conditions and right-of-way encroachments.

Prepares contract specifications for use in contracting maintenance work.

Coordinates maintenance training including winter school, spring school, and truck driving school. Performs as Region or Transportation Service Center (TSC) Coordinator for the TMW Work Element Program.

Coordinates TSC maintenance safety practices/program.

Performs other related work identified as complex by the Department of Transportation.

JOB QUALIFICATIONS

Knowledge, Skills, and Abilities

NOTE: Some knowledge in the area listed is required at the entry level, developing knowledge is required at the intermediate level, considerable knowledge is required at the experienced level, and thorough knowledge is required at the advanced level.

Knowledge of the operation of motorized equipment such as heavy-duty dump trucks with snowplows, underbody blades, sand and salt spreaders, and liquid applicators.

Knowledge of procedures and methods used in the maintenance of roads, bridges, roadsides, pavement markings, and signs including safety and maintaining traffic practices.

Knowledge of the operation of motorized equipment such as light-/heavy-duty trucks, tractors with attachments, backhoes, loaders, motor graders, rollers, air hammers, concrete saws and mixers, aerial towers, crack and pothole equipment, generators and other light-/heavy-duty maintenance equipment.

Knowledge of the operation of air compressors, hydraulic post pullers, post-driving air hammers, gas cutting torches, air drills, and similar equipment.

Knowledge of the operation of equipment and tools used to fabricate signs, treat roadside vegetation, and place pavement markings.

Knowledge of the operation of powered and hand tools to perform highway, bridge, and roadside maintenance.

Knowledge of the procedures for performing pre-inspection of equipment for determining functional operation of the equipment.

Knowledge of how to change oil, lubricants, and tires on equipment; and perform minor repairs to equipment and vehicles used in highway, bridge, and roadside maintenance.

Knowledge of material purchasing procedures.

Knowledge of all bridge and culvert elements.

Knowledge of potential dangers and safety precautions applicable to the work crew.

Knowledge of street and highway traffic rules and regulations, and temporary signing and safety precautions to be observed while working on or near highways.

Ability to operate motorized equipment, power tools, and hand tools with skill and in a safe manner.

Ability to recognize various stages of structure deterioration and the relative causes and impacts of such deterioration.

Ability to make minor repairs to equipment, tools, and vehicles used in maintenance work.

Ability to understand and follow instructions.

Ability to communicate effectively.

Additional Knowledge, Skills, and Abilities

Transportation Maintenance Worker 9 (Lead Worker), 9 (Senior Worker)

Knowledge of the Transportation Asset Management System (TAMS).

Ability to operate complex equipment under difficult conditions.

Transportation Maintenance Worker 9 (Lead Worker)

Ability to organize and coordinate the activities of Transportation Maintenance Workers in a specific work area.

Ability to allocate work to lower-level Transportation Maintenance Workers in a work area.

Ability to determine priorities.

Ability to conduct meetings.

Working Conditions

Work is performed by equipment operations and manual labor.

Some jobs require an employee to work in an environment that involves exposure to unpleasant and noxious fumes and odors.

Some jobs require an employee to be exposed to hazardous work environments.

Physical Requirements

The job duties may require an employee to sit for long periods, up to eight (8) hours.

The job duties may require an employee to sustain long periods in confined spaces.

The job duties may require an employee to handle heights.

The job duties may require an employee to wear adequate personal protective equipment.

The job duties may require an employee to complete the physical qualifications required by the Federal Commercial Driver's License.

The job duties may require an employee to sustain extensive and repetitive twisting, bending, climbing, lifting, and squatting.

The job duties may require an employee to lift up to 100 pounds.

The job duties may require an employee to be exposed to outdoor weather elements.

The job duties may require an employee to traverse rough terrain.

Education

Education typically acquired through completion of high school.

Experience

Transportation Maintenance Worker 6

No specific type or amount of experience is required

Transportation Maintenance Worker 7

One year of experience equivalent to a Transportation Maintenance Worker 6 or Laborer E6 with experience in roadway, roadside, bridge, or sign maintenance, or pavement marking with the required MDOT work elements.

Transportation Maintenance Worker E8

Two years of experience equivalent to a Transportation Maintenance Worker, including one year equivalent to a Transportation Maintenance Worker 7; or, one year of skilled trades experience at the E9 level with the required MDOT work elements.

Transportation Maintenance Worker 9

Three years of experience equivalent to a Transportation Maintenance Worker, including one year equivalent to a Transportation Maintenance Worker E8 with the required MDOT work elements.

Special Requirements, Licenses, and Certifications

Satisfactory completion of the MDOT's TMW Work Element training and certification program required for the specific level.

Some positions may also be assigned duties that require the application of pesticides that may require certification or registration as a pesticide applicator in compliance with Michigan Department of Agriculture and Rural Development (MDARD) regulations.

Possession of a Commercial Driver's License (CDL).

NOTE: Equivalent combinations of education and experience that provide the required knowledge, skills, and abilities will be evaluated on an individual basis.

JOB CODE, POSITION TITLES AND CODES, AND COMPENSATION INFORMATION

Job Code

TRANMTWKR

Job Code Description

TRANSPORTATION MAINTENANCE WORKER

Position Title

Transportation Maint Worker-E

Transportation Maint Worker-A

Position Code

TRMTWKRE

TRMTWKRA

Pay Schedule

A31-005

A31-011

CW

06/14/2020