



MAINTENANCE TECHNICIAN IN-TRAINING

Department: Planning and Public Works

Job Class #: 910100

Pay Range: Maintenance/Trades 41: Local 313 Maintenance/Trade

FLSA: Non-exempt

Represented: Yes

Classification descriptions are intended to present a descriptive list of the range of duties performed by employees in this class and are not intended to reflect all duties performed within the job.

GENERAL FUNCTION

This is skilled work learning to operation of heavy construction and maintenance equipment for the Planning and Public Works Department. Under the close direction of a lead or supervisor an employee of this classification is in training to operate trucks and other construction and maintenance equipment, including special attachments and/or towing trailer-mounted equipment. Incumbents are expected to obtain a valid Washington State Commercial Driver's license (CDL Class A with air brake restriction removed and tank endorsement) and learn and perform the duties of the Maintenance Technician classification.

SERIES CONCEPT: Maintenance Technician In-Training is an entry-level position into the Maintenance Technician classification series. There are three levels in the series (including the lead). The Maintenance Technician In-Training serves a one year probationary period before they are eligible to promotion to the Maintenance Technician classification. No employee shall remain in the Maintenance Technician In-Training classification longer than one year (26 pay cycles). If an employee in the Maintenance Technician In-Training receives the required CDL prior to one year (26 pay cycles), the employee may be promoted to the Maintenance Technician after six months of training in the Maintenance Technician In-Training classification. If an employee is unable to obtain the required CDL within the probationary period (26 pay cycles) they shall revert to the Maintenance Worker Classification in which they previously held status.

ESSENTIAL FUNCTIONS:

- Learn to operate Class II and lower road equipment for road maintenance and construction; haul and spread road maintenance material in dump trucks and trailers; operate tractor-mower equipment for mowing roadside vegetation; and operate dump trucks with snow plow and/or sanding units attached for plowing or sanding roads for snow and ice control.
- Drive trucks to transport materials and personnel to and from specified destinations.
- Learn to operate street sweeper, patch truck, street flusher, vactor, and vegetation management equipment to maintain County roads and shoulders.
- Perform preventive maintenance on equipment.
- Perform routine road maintenance such as brushing, cleaning culverts, cleaning ditches with a hand shovel or scoop, reshaping and improving shoulders and clearing debris from the roadway surface and right-of-way. Maintenance includes snow clearing and removal, hauling gravel, rock and asphalt oil, as well as sanding and salting ice and snow.

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ESSENTIAL FUNCTIONS (Continued):

- Excavate and backfill trenches with hand tools; load and unload trucks with heavy materials; shovel asphalt, rock, sand and gravel; spread and rake asphalt. Square and clean holes in the roadway and knocks off rough edges with a jackhammer or other hand tools and patch with portland cement concrete or hot or cold asphaltic concrete.
- Cut brush, trees and other vegetation on the right of way; assists in the landscaping of County road rights of way and in the planting and maintenance of a variety of ground cover, plants and trees; plant transplant, trim, prune, weed, sow seeds, fertilize, mulch, pick up litter, stake, and water landscaped areas; trim and mow grass.
- Perform repairs to roadways, roadway shoulders and related structures such as bridges, guard rails and guard rail posts; pick up rubbish, debris and dead animals; clean ditches and culverts by using a hand shovel; sweep bridges and traffic islands. Act as flagger; place traffic cones and other traffic control devices to ensure a smooth flow of traffic.
- Lift or carry equipment weighing up to 50 pounds.
- Maintain regular, predictable and punctual attendance during regularly scheduled work hours at assigned worksite.
- Meet travel requirements of the position.
- Perform the physical requirements of the position; work within the established working conditions of the position.
- Work a flexible schedule, which may include evenings, weekends, holidays and overtime; may be on 24-hour call.
- Perform other related duties as assigned.

OTHER JOB FUNCTIONS:

- Assist with rough carpentry, stone masonry and cement work and uses the related tools.
- In an equipment maintenance shop, fuel and lubricate vehicles, pick up and deliver parts and supplies, clean and wash vehicles and equipment. Perform light janitorial work.
- Clean shop grounds and buildings, paint interior and exterior of shop buildings.
- Establish and maintain effective working relationships with County employees and the general public.

SUPERVISION EXERCISED AND RECEIVED: General assignments are received from a supervisor and an incumbent may be allowed to plan details of each project and carry through to completion. Work is reviewed periodically for thoroughness, timeliness and conformance with instruction and trade standards. Training progression will be reviewed during the in-training period to ensure the employee is obtaining the skills training and experience required to operate the equipment and vehicles in the Maintenance Technician classification and acquire a Class A CDL with N endorsement and break restriction removed.

WORK ENVIRONMENT: The work environment characteristics described herein are representative of those an employee encounters while performing the essential functions. The work is performed outside while operating a wide variety of heavy construction equipment at various job sites. The work may involve heavy physical labor performed over extended periods of time, often under unfavorable working conditions and in inclement weather. Work is performed alongside roads or in traffic areas.

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PHYSICAL REQUIREMENTS: The physical demands described herein are representative of those that must be met by an employee to successfully perform the essential functions. This classification requires finger, hand, arm, leg, and foot dexterity is required to operate equipment hand levers and foot pedals in coordination to accomplish desired tasks; adequate vision to drive equipment and inspect work sites; climbing up into large pieces of equipment and to sit for prolonged periods of time while operating equipment. This job class is subject to 24 on-call availability during emergency situations. Lifting requirements for this job class is up to 50 pounds.

KNOWLEDGE, SKILLS AND ABILITIES

Knowledge of:

- State motor vehicle laws, County rules and regulations on the use of equipment.
- Operator care and maintenance responsibility.
- Proper load distribution in loading vehicles.
- Occupational hazards and safety precautions applicable to working around traffic and moving equipment.

Skill in:

- Maneuvering vehicles through traffic and into tight spaces to accomplish road maintenance work tasks including loading and unloading.

Ability to:

- Understand and follow written and oral instructions.
- Operate a variety of trucks and related motorized equipment.
- Work independently.
- Estimate material quantities and weights in relation to the equipment assigned.
- Work outdoors and operate vehicles for extended periods under all weather conditions.
- Perform preventive maintenance and make adjustments and emergency repairs to equipment.
- Kneel, bend, climb, reach, crawl, work at heights and walk on uneven terrain.
- Perform strenuous physical labor including lifting up to 50 pounds.
- Establish and maintain effective working relationships with other County employees and the general public.
- Physically perform the essential job functions.
- Ability and willingness to obtain and maintain (at the employee's expense) Washington state licenses or certification as required to perform the duties of the position.
- Meet the travel requirements of the position.

MINIMUM REQUIREMENTS TO APPLY: A current Pierce County Maintenance Worker holding regular career status. Must possess or have the ability to obtain a valid Washington State Commercial Driver's license (CDL Class A with air brake restriction removed and tank endorsement) within twelve months of hire. Must obtain a Traffic Control (Flagging) Card, CPR, and First Aid Card within the first six months of employment.

SPECIAL REQUIREMENTS AND /OR QUALIFICATIONS: Satisfactory physical condition is required, as indicated by a County-approved physical examination. May be required to be on 24 hour on-call duty. Possession of a valid Washington State Driver's License with a CDL Instruction Permit and a safe driving record is required at time of appointment.