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Highway Maintainer

JOB CODE	JOB FAMILY	PROFILE
JCV217	**Trades, Crafts and Other Skilled Work**	**Highway Maintainer**
PAY TYPE	**PAY RANGE**	**REVISION DATE**
Hourly	**$17.41 - $22.40**	**July 8, 2026**

The Highway Maintainer inspects, operates, and maintains vehicles and equipment for performing responsibilities and duties in accordance with safety standards and applicable laws, policies, and procedures. Work schedule outside normal working hours of 8:00 a.m. to 5:00 p.m. as scheduled, and/or required. Performs safety inspections and report on (in accordance with departmental requirements) inspecting and testing of tire condition and air pressure, brakes, mechanical and engine fluids levels, water, brake lights, headlights and other operational systems and equipment.

Job Description

DUTIES AND RESPONSIBILITIES

- Performs safety inspections and report and/or document in accordance with departmental requirements which includes but is not limited to: inspecting and testing of tire conditions and air pressures; brakes, mechanical and engine fluids levels, water, brake lights, headlights, and other operational systems and equipment.
- Operates vehicles under adverse weather conditions, and work schedule other than the normal work hours of 8:00 a.m. to 5:00 p.m. as scheduled and/or required.
- Inspects and operates on and off road vehicles and equipment including but not limited to: snow plow truck, semi-tractor and trailers, including but not limited to: belly dump, transport end dump, tank trailers, salt spreader truck, asphalt distributer and loader, rotary broom, tandem water and dump truck, bobtail truck, sweeper, track hoe weed mower, flatbed truck, rubber tire roller, and steel wheel roller.

- Inspects and operates vehicles for assignments which include but are not limited to: hauling sand, aggregate, water and other road building material; sweeping to maintain appearance and safety of county roads; cutting weeds and grass along county roads; and operating roller equipment to obtain soil compaction.
- Performs labor intensive duties using equipment and tools which includes but is not limited to: record meter readings, breaking, mixing, and placing concrete and asphalt; installing pipe section, valves and fittings; lifting and loading materials and equipment; clearing and cutting trees, brush and debris such as trash.
- Performs other duties as assigned.
- ***The above information is intended to outline the general nature and scope of the duties required for this position. It is not an exhaustive list and may vary depending on specific job assignments and responsibilities.***

MINIMUM QUALIFICATIONS

- High school diploma or GED.
- Three (3) years of work experience in the operation of single or tandem axle vehicles.
- Must be able to read and understand written and oral instruction in English.
- Must have the ability to operate listed vehicles with either standard or automatic transmissions.
- Must possess the ability to work with the equipment, tools and materials specified in this classification.

Any equivalent combination of related education and/or experience may be considered for the above requirements.

SUPPLEMENTAL INFORMATION

PREFERENCES

- Documented evidence of 80 hours of supervised on-the-job training preferred.

SCREENING AND COMPLIANCE

The offer of this Bernalillo County position requires compliance with the following:

- Successful completion of a post-offer employment medical examination and background investigation.
- Adherence to all County safety guidelines.
- Complete all FEMA training(s) assigned to this position.
- Complete required supervisor training, if applicable.
- Employee must possess and maintain a valid and current Class B New Mexico Commercial Driver's license.

WORKING CONDITIONS

- Perform work both indoors and outdoors. Most vehicle cabs are enclosed and may or may not have heating and air conditioning units.
- Worker is exposed to snow, wind, possible lightning, and extreme cold and heat.
- Work in extreme weather conditions is required.
- Worker is exposed to intermittent noise and vibration factors.
- Worker is exposed to exhaust fumes, dust and mists.
- Work is conducted primarily during daylight hours.
- Work is performed on even or uneven terrain, while operating equipment and performing general labor work. Surfaces may be wet or dry, muddy, paved or dirt roads. Grease or oil may be found on working surfaces. Work may be performed on inclines.
- Work hazards include gas/electrical lines, vehicle traffic and exposure of skin to gases and fumes.

EQUIPMENT, TOOLS, AND MATERIALS

- Utilize the vehicles described in the Essential Duties section.
- Utilize the following hand operated tools: shovel, rake, axe, pick, pitchfork, chain saw, digging bars, handheld weed trimmer, sledgehammer, hand tools (e.g. hammer, screwdriver, wrenches), tamper, jackhammer, auger and cutting torch.
- Petroleum products, tire chains, construction signs, chemicals, paint, water, weeds, salt, sand and canvas are also used.
- Eye goggles, dust masks, ear plugs, gloves, rubber boots, reflecting vests, cones, and flags are used as safety precautions.

NOTE

- You are not required to disclose information about physical or mental limitations that you believe will not interfere with your ability to do the job. On the other hand, if you want the employer to consider special arrangements to accommodate physical or mental impairment, you may identify that impairment in the space provided and suggest the kind of accommodation that you believe would be appropriate.

MENTAL FUNCTIONS

- Must be able to ask questions of foreman, listen to and follow verbal directions in English.
- Must be knowledgeable of all traffic laws and regulations.
- Must be able to communicate verbally with co-workers.
- Must be able to accurately read all gauges on equipment and make correct judgments in the operation of equipment.
- Must be able to accurately estimate distances in order to maintain safety while operating equipment.

PHYSICAL FUNCTIONS

- Must be able to lift up to 100 pounds occasionally (i.e. up to one-third of workday), from ground to waist level. Ability to lift up to 50 lbs. Frequently to constantly (i.e., from one-third up to entire workday), from ground to shoulder level.
- Ability to sit up to four (4) hours at one time, and up to seven and one-half (7.5) hours total per day.
- Ability to stand and/or walk up to four (4) hours at one time, and up to eight (8) hours total per day.
- Ability to climb in and out of equipment cabs at least six (6) times daily at an estimated height of 6 to 7 feet.
- Ability to crouch, kneel and remain in a prone position for up to 30 minutes at one time.
- Ability to bend at waist and twist/rotate waist for up to one-third of workday.
- Ability to work with arms extended and bent for up to four (4) hours at one time, and seven and one-half (7.5) hours total per day.
- Ability to push/pull with arms with a force of up to 50 plus lbs. while performing labor work.
- Ability to use hands and wrists to screw/unscrew oil caps and filters as part of a maintenance routine.
- Ability to maintain balance while climbing in and out of equipment cabs.
- Ability to push with legs up to 40 lbs. of force to operate foot controls for up to four (4) hours at one time, and seven and one-half (7.5) hours total per day. Ability to twist/rotate legs in operating foot controls.
- Ability to use hands and fingers to grasp/manipulate levers and steering wheel in a bilaterally coordinated manner.
- Ability to coordinate use of hands and eyes in operation of equipment.

Additional Description

This job profile is classified as **safety-sensitive**. Employees with safety-sensitive job profiles are subject to pre-employment, reasonable suspicion, post-accident, return-to-duty, and random drug & alcohol testing in accordance with the organization’s Drug and Alcohol Testing Policy.

Duties that require a **Commercial Driver’s License (CDL), firearm(s) use**, or are otherwise regulated under the **Federal Aviation Administration (FAA), Federal Motor Carrier Safety Administration (FMCSA), or the Omnibus Transportation Employee Testing Act**, are subject to all applicable federal drug and alcohol testing requirements. Employees in these federally regulated positions must comply with all DOT testing procedures, including enrollment in a DOT-compliant random testing pool.