

JOB DESCRIPTION

POSITION TITLE:	Roads Maintenance Technician
DEPARTMENT:	Public Works Department, Roads Division
LOCATION:	Roads Shop, Plummer, Idaho
REPORTS TO:	Roads Maintenance Foreman
SALARY RANGE:	\$15 - \$24 per hour DOE/DOQ
DURATION:	Full-Time Permanent

Summary of Duties and Responsibilities

The roads maintenance technician will work in adverse weather conditions and promote a safe and positive work environment. Operate heavy equipment used for repair, maintenance of roads, and for snow removal. Equipment included but not limited to: motor grader, bulldozer, rotary snowplow, blade snowplow mounted on a ten-wheeled dump truck, front end loader, backhoe, self-propelled roller, 12-yard dump truck, tandem axle water truck, semi-truck and trailer, lowboy trailer, 1-ton vehicles, street sweeper, paint striper, and Tiger bi-directional tractor. Performs routine maintenance on all roads division equipment as well as some major mechanical repairs as directed by the roads maintenance foreman. Responsible for keeping issued equipment in good operating condition. May attend training for additional knowledge of road maintenance, i.e. rights-of-way, signs, culverts, ditches, and bridge maintenance requirements and safety standards. Capable of working and operating equipment with minimal supervision. This position requires an ability to complete manual labor and work in inclement weather, wet, dry and dirty conditions. Individuals must be capable of negotiating uneven terrain on foot and while operating equipment. Must be culturally sensitive to a diverse customer population and able to interact tactfully and positively with Tribal members, all levels of tribal staff and management. Must show the highest of professional standards and promotes a positive image of the Tribe and its administration at all times. Performs other duties as assigned in order to promote the efficiency and effectiveness of the Roads Division.

Minimum Qualifications

- Must support the Coeur d'Alene Tribe's: vision, mission, and core values per Coeur d'Alene Tribal Resolution 015(2020).
- At the time of application, must have received full COVID19 vaccination and booster according to the timeline established by the CDC- attach vaccination card.
- Comply with all other Health policies established by the Tribe or department.
- Valid Class B Commercial Driver's License (CDL) at the time of application and continually during employment.
- High School diploma or GED equivalency.
- Demonstrated heavy equipment operator experience.
- Required automotive, equipment, and heavy truck mechanical skills.
- Ability to identify potential roadway safety hazards and alleviate such hazards.
- Demonstrated knowledge of and experience in current roadway maintenance techniques such as culvert cleaning, pothole repair, dura-patching, ditch cleaning, catch basin cleaning, and sign maintenance.
- Required ability to complete work tasks identified by the roads foreman in a safe and efficient manner.

- Capable of exercising independent decision making and sound judgment and notifying supervisor of action taken.
- Capable of learning to operate a roadway pavement striping machine.
- Demonstrated ability to use a wire-feed welder, propane torch, and plasma cutter.
- Ability to lift a minimum of 50 lbs. frequently and up to 100 lbs. occasionally.
- Must work flexible hours and weekends due to weather.
- Requires ability to work with minimal supervision.
- Must not have been convicted of a felony involving dishonesty within the past five years.

An applicant may be asked to participate in an interview to establish whether he/she meets minimum qualifications. Interviews do not create a right to employment and provide no promise or other guarantee of any employment position with the Tribe.

The Coeur d'Alene Tribe reserves the right to hire according to its Indian Preference Policy. Applicants are subject to a pre-employment drug test and at-random testing following employment. Positions with the Coeur d'Alene Tribe are subject to a 6-month orientation period.

To apply, **submit a Tribal Application, COVID19 vaccination card with booster, certification copies, and signed position description no later than 4:00 pm on the closing date** to: Human Resources Department, P.O. Box 408, Plummer Idaho 83851. For more information, visit our website at <http://www.cdatribe-nsn.gov/HR/HumanResources.aspx>.

I have read the above job description and fully understand the qualifications, duties and responsibilities required of this position.

Applicant Signature

Date