



MIDLAND
COUNTY ROAD COMMISSION
2334 N. MERIDIAN ROAD
SANFORD, MI 48657

Phone (989) 687-9060
Fax (989) 687-9121
www.midlandroads.com

ROAD MAINTENANCE WORKER

Under the general direction of the Road Foremen, perform road maintenance and building & ground maintenance.

EXAMPLES OF TYPICAL DUTIES:

Pre/Post-Trip vehicle/equipment inspection.

Equipment assigned daily by Road Foremen may include:

- Dump Truck/Medium Duty Truck/Pickup Truck
- Patch Wagon/Dura Patcher
- Tractor/Mower
- Skidsteer
- Roller
- Backhoe
- Steamer
- Weed Whip/Chainsaw/Pole saw
- Chipper

Responsibilities assigned daily by Road Foremen may include:

- Snow Removal
- Surface Maintenance
- Shoulder Maintenance
- Bridge Construction
- Bridge Maintenance
- Trees and Shrubs
- Drainage
- Roadside Cleanup
- Grass/Weed Control
- Sweeping & Flushing
- Flagging
- Assist in sign installation
- Assist in surveying

Road Maintenance Worker responsibilities shall include:

- Accurately document daily labor, equipment, inventory and material usage.
- Reporting road defects and traffic sign defects.
- Keep County Road Commission assigned equipment and property in clean condition.

GENERAL SUMMARY:

The foregoing describes the Road Maintenance Worker duties in general and should not be construed as a complete list of all assigned duties and responsibilities. The employee shall be expected to exercise considerable independent judgement in successfully completing work assignments.

ESSENTIAL JOB ELEMENTS AND PHYSICAL REQUIREMENTS:

The Road Maintenance Worker position is routinely working in the field and the Road Commission building & grounds. The Road Maintenance Worker will often encounter adverse conditions where strenuous effort is required, and the following physical requirements must be met.

Mobility: Able to walk extended distances and climb ladders or steps to access equipment and facilities.

Agility: Able to lift, push or pull objects weighing upwards of 100 pounds, and to operate equipment.

Vision: Able to read and comprehend instructions, directions, and other documents.

Hearing/Speech: Able to converse orally with telephone or radio, and to receive and communicate information to employees and the public.

Other: Able to tolerate, be exposed to and work in extreme temperatures and weather conditions.

QUALIFICATIONS:

- Ability to deal with people effectively and courteously.
- Ability to formulate accurate, written documentation.
- Willingness to work extended hours, as necessary.
- High School diploma or equivalent.
- Maintain a valid Michigan Class A Commercial Driver's License (CDL), together with any endorsements deemed necessary by the Employer and as required by state or federal law.
- May be subject to random drug/alcohol testing as required by state or federal law.

PAY GRADE:

- Employees working in this classification will be eligible for Pay Grade 2 as defined in the union contract. Probationary employees in this classification will be eligible for Pay Grade 1.

POSITION BENEFITS:

- Starting Wage: \$25.56
- Paid Time Off – 16 hours at start with additional at 6 months, 1 year and annually thereafter
- Holiday Time – 10 paid holidays per year
- Employee Healthcare Plan – Coverage 30 days after service start date
- Dental Insurance, Life Insurance, Short and Long-Term Disability Insurance
- MERS Defined Benefit Pension with 4% employee contribution
- MERS 457b Deferred Compensation Plan with up to 3% employer match (similar to a 401k)
- MERS Health Care Savings Plan with \$1,500 annual employer contribution

Applications can be emailed to: jobs@midlandroads.com and will be accepted through August 18, 2025.

Midland County Road Commission is an Equal Opportunity Employer.