

WORCESTER COUNTY JOB OPPORTUNITIES

DEPARTMENT: DEPARTMENT OF PUBLIC WORKS – ROADS

JOB TITLE: TEMPORARY/SEASONAL ROADS WORKER II/ROADS WORKER III TO CUT GRASS
*(870-1170 BUDGETED HOURS)

COMPENSATION: ROADS WORKER II (WITHOUT A CDL)
GRADE 10/STEP 4- \$18.67 HOURLY
GRADE 10/STEP 5- \$19.12 HOURLY
*DEPENDENT ON EXPERIENCE
OR
ROADS WORKER III (WITH A CDL A OR CDL B)
GRADE 11/STEP 4- \$19.58 HOURLY
GRADE 11/STEP 5- \$20.03 HOURLY
*DEPENDENT ON EXPERIENCE

WORK SCHEDULE: 6:00 AM TO 4:30 PM MONDAY TO THURSDAY
SEASON STARTS 04/13/2026-11/25/2026
*(APPROXIMATE START/END DATE- DEPENDENT UPON WEATHER)

APPLICATION PERIOD: UNTIL FILLED

JOB SUMMARY: Under the direction of the Roads Superintendent, drives, operates, and trains on non-commercial vehicles, performs unskilled and semi-skilled labor work; uses hand and power-operated tools; operates and maintains a variety of small gas-powered, electrically driven, and/or hydraulically operated equipment/machinery and associated equipment used by the Department of Public Works.

GENERAL REQUIREMENTS:

- Pre-employment background check
- Safety sensitive position subject to Drug and Alcohol Testing
- Current DOT Physical with CDL A or B
- Possession of a valid driver's license, and a motor vehicle history with less than 4 points
- Temporary/part-time position from 4/13/2026 -11/25/2026 (Approximate start and end date)
- Normal work week is Monday-Thursday 6:00am-4:30pm

ESSENTIAL JOB DUTIES AND RESPONSIBILITIES:

- Mows grass and removes debris from roadways and drainage systems
- Assists mechanic with vehicle and equipment repairs; performs minor repairs and maintenance
- Maintains records and logs
- Participates in safety related training including the handling of hazardous materials maintains records and logs
- Knowledge of proper safety procedures and PPE utilization at all times to perform job related duties
- Completes assigned tasks accurately and by established deadlines
- Cross-trains and backs up other staff as needed
- Establishes and maintains harmonious working relationships with co-workers, elected or appointed officials, and the general public using tact, discretion, sound judgment, and professionalism
- Complies with safety programs, training procedures, fire drills, COOP plans, etc. and works safely

- Ensures confidentiality of information and records and comply with record retention schedule
- Adheres to Worcester County Government Personnel Rules & Regulations
- Performs other related duties at any location as assigned

QUALIFICATIONS AND SKILLS:

- Experience mowing grass with a tractor with rear mounted side cutter
- Basic knowledge of the operation and function of tools and equipment
- Skill in the operation of hand and power tools, machines, equipment, and vehicles. Skill in making minor and routine repairs/adjustments to machinery, vehicles, and equipment
- Oral and written communication skills necessary to follow verbal and written instructions; read street signs; keep records and logs; complete written forms; and to communicate effectively with the public and co-workers
- Ability to apply acquired knowledge to increasingly varied and complex tasks
- Ability to perform manual physical labor including frequent walking, bending, stooping, lifting and carrying heavy objects up to 80 lbs., and the operation of vehicles, tools, and equipment
- Possession of a valid Class C Driver's License and driving record with less than 4 points (MD)
- Ability to perform duties independently and as part of a team; to instruct others on equipment and vehicles and complete assigned tasks by established deadlines
- Ability to work outdoors in adverse weather conditions
- Operate the following equipment proficiently: long reach mower, tractor/mower

SAFETY ANALYSIS:

(Rarely (<5% of the time), Occasional (5-25% of the time), Frequent (25-75% of the time), Constant (<75% of the time)

Very Heavy work; Constant viewing and lifting over 20lbs; Frequent talking, hearing, carrying, pushing, pulling, lifting and moving of objects over 50lbs; Occasionally over 80lbs. Known hazards include risks associated with impacts, heat, chemicals, and sharp objects; work in extreme and/or inclement weather conditions. Work areas frequently encountered include open ditches, trenches, bridges, overpasses, open water, heavy machinery, excessive noise, and vehicular traffic.

Worcester County Government Benefits Information

Worcester County Government offers its employees a comprehensive benefits package, including medical, dental, and vision insurance, paid time off, holidays, retirement plans, and much more! To learn more details about our full range of benefits, please view our Benefits Guide at <https://www.jobs.worcestermd.gov>.

Paid Time Off

Full time employees can accrue up to 248 hours of paid time off in the first year of employment starting on the first full pay period. This includes up to 80 hours of vacation, up to 120 hours of sick, and up to 48 hours of personal leave. The accrual for vacation increases after 6 years and 11 years. Unused vacation and sick leave can be rolled over annually as outlined in the policy details. Full time employees are granted 14 paid holidays in calendar year 2025.

Medical Benefits

Full time employees are eligible for medical, dental, vision, flexible spending account(s), and AFLAC voluntary plans on the first day of the month after date of hire. Please visit our on-line Benefits Guide at the link above for additional details about the plans, co-pays, and premiums.

Full time employees are eligible for county paid life insurance and long-term disability insurance on the first day of the month following six months of employment.

Retirement

All employees budgeted for 500 hours, or more will automatically participate in Maryland State Retirement effective on the date of hire, if not already retired from a Maryland State Retirement system. All employees are eligible to participate in a deferred compensation plan that offers pre-tax and ROTH contribution options. The county provides a \$1 for \$1 match of employee's contributions up to a maximum of \$1,000 per fiscal year as outlined in the plan documents.

Part Time Employees

Part time employees are eligible to participate in the deferred compensation plan on the first day of the month after date of hire. Part time employees are eligible to earn 1 hour for every 30 hours worked of sick leave (up to 64 hours). Sick leave can be taken after a 106-day waiting period.

Extras for All Employees

All employees are eligible to use the Fitness Room at the Worcester County Recreation Center at no cost. All employees have access to an Employee Assistance Program that provides telephone consultations and up to 3 face-to-face visits per year. All employees are eligible for SECU credit union membership.

For more information, please view our Benefits Guide at <https://www.jobs.worcestermd.gov> or call Human Resources at 410-632-0090.