

HIGHWAY CONSTRUCTION SPECIALIST

DISTINGUISHING FEATURES OF THE CLASS: This position involves the supervision of a crew of public works personnel engaged in specialized highway construction activities such as, but not limited to, road reconstruction, slope failure repair, culvert replacement, and other large capital projects. General supervision is received from the Highway Construction Supervisor. This supervision characteristically takes the form of a brief explanation from the Highway Construction Supervisor of the extent of the job to be performed and periodic on-site review of the work in-progress. Most of the detailed decisions regarding the methods and materials to be used are left to the Highway Construction Specialist. The specialist also directly participates in the work of the crew, personally performing those tasks requiring special skills or experience. Does related work as required.

TYPICAL WORK ACTIVITIES: The typical work activities listed below, while providing representative examples of the variety of work assignments in the title, do not describe any individual position. Incumbents in this title may perform some or all of the following, as well as other related activities not described.

Supervises a work crew engaged in road construction and /or paving, slope reinforcement, culvert replacement, or other specialized highway construction tasks;

Performs the more difficult and skilled highway construction tasks;

Serves as the lead trainer for Ulster County Highway in construction equipment, maintenance equipment, large dump trucks with or without plows and sanders, etc.;

Creates and leads training sessions for subordinate staff to meet operational needs for equipment throughout the county;

Operates heavy construction equipment as needed;

Leads and participates in ice and snow removal as needed;

Transports equipment and workers;

Requisitions materials and supplies as needed;

Ensures that the crew follows all applicable safety regulations;

Evaluates the performance of crew workers and makes recommendations regarding promotions, reassignments and disciplinary actions.

FULL PERFORMANCE KNOWLEDGES, SKILLS, ABILITIES AND PERSONAL

CHARACTERISTICS: Thorough knowledge of safety procedures; good knowledge of modern road construction, maintenance and repair practices; good knowledge of the tools, equipment and materials used in road construction and maintenance work; skill in the operation of heavy

construction equipment used by the crew; ability to plan and supervise the work of others; ability to understand and carry out oral and written instructions; ability to read and work from rough sketches or blueprints; ability to keep simple records and make reports of work; dependability; good judgment; physical condition commensurate to the demands of the position.

MINIMUM QUALIFICATIONS: Four (4) years of experience in the construction and maintenance of roads, two (2) of which must have been in a supervisory capacity.

Special Requirement: At time of appointment, must possess a valid New York State Driver's License appropriate for the vehicle and/or construction equipment being operated.

Ulster County employees promoted to a class in direct line of promotion, which requires a valid New York State Motor Vehicle Class A(CDL) at the time of a promotional appointment must possess such licensure by the end of their probationary period, not longer than six months.

Special Requirement for Positions in Ulster County Department of Public Works: Candidates for employment in this position must possess a valid New York State Motor Vehicle Class A (CDL) License with required endorsements, if any, at time of appointment.

Ulster County employees promoted to a class in direct line of promotion, which requires a valid New York State Motor Vehicle Class A (CDL) at the time of a promotional appointment must possess such licensure by the end of their probationary period, not longer than six months.

New York State Class A CDL Driver License Vehicle Description: Gross Combination Weight Rating (GCWR) of more than 26,000 lbs, provided the Gross Vehicle Weight Rating (GVWR) or Gross Combination Weight Rating (GCWR) of vehicles(s) is more than 10,000 lbs.

Fuel Truck operation may need other requirements (X endorsement). This is not required unless assigned to the operation of a Fuel Truck.

Special Note: In accordance with Federal Highway Administration (HWA) 49CFR382, all prospective employees will undergo drug/alcohol testing prior to appointment and will undergo random drug/alcohol testing during the course of employment.

ULSTER COUNTY
3503 HWY CN SP
Classification: Competitive
Grade: 8
Union: CSEA

Adopted: January 30, 2026