



# Traverse County Minnesota

## INSTRUCTIONS FOR COMPLETING APPLICATION PROCESS

### TRAVERSE COUNTY HIGHWAY MAINTENANCE WORKER

Thank you for your interest in employment with Traverse County. Enclosed are the following documents:

1. Traverse County Job Posting;
2. Job Description
3. Traverse County Application for Employment.

Please read the Job Posting and Job Description thoroughly so you understand the duties and requirements of this position. These documents are for your information only and you should retain them for future review.

Please complete the Traverse County application in its entirety. Type or print clearly and give complete and accurate information. If you do not, you may not meet the position's screening criteria and/or be removed from further consideration because of an incomplete application. Feel free to provide applicable supporting documentation and information.

Deliver, mail or e-mail the application and any supporting documentation to:

Lisa Siegel  
HR Director/County Coordinator  
702 2<sup>nd</sup> Ave N  
P. O. Box 428  
Wheaton, MN 56296  
[lisa.siegel@co.traverse.mn.us](mailto:lisa.siegel@co.traverse.mn.us)

In the alternative, you may also download the application packet at [www.co.traverse.mn.us](http://www.co.traverse.mn.us).

If you have a disability or language difficulty that would prevent you from successfully completing the application documents, please contact Lisa Siegel, HR Director/County Coordinator, at (320) 422-7778 or [lisa.siegel@co.traverse.mn.us](mailto:lisa.siegel@co.traverse.mn.us) so that reasonable effort can be made to accommodate your needs.

# TRAVERSE COUNTY JOB POSTING

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**POSITION TITLE:** Highway Maintenance Worker

**DEPARTMENT:** Traverse County Highway Department

**DATE OF POSTING:** October 15, 2018

**CLOSING DATE:** Open until filled

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**REPORTS TO:** Highway Maintenance Supervisor

**STATUS:** Temporary full-time, non-exempt, union

**HOURLY RATE RANGE:** \$17.59 – \$22.96

**NORMAL HOURS OF WORK:** Full-time; Monday–Thursday 7:00 a.m. – 4:30 p.m. Friday 7:00 a.m. – 11:00 a.m. until September 30, 2019 with the possibility of permanent employment. Applicants must be willing to respond to emergencies or other issues on weekends, evenings, and holiday, as requested by the County Engineer.

**GENERAL RESPONSIBILITIES:** Performs intermediate skilled trades work maintaining County State Aid Highways, County and Township roads and bridges; operating equipment; plowing snow, and related work as apparent or assigned.

**MINIMUM QUALIFICATIONS:** Either an Associates/Technical degree with coursework in general studies, civil engineering, construction, automotive mechanics, or related field and moderate experience in highway maintenance, or equivalent combination of education and experience. Valid Class A commercial driver's license in the State of Minnesota preferred or the ability to get one within 3 months of hire.

**SKILLS & KNOWLEDGE:** Thorough knowledge of the type and uses of tools, supplies, equipment, procedures and techniques used in maintenance, repair and construction activities; thorough knowledge of highway maintenance and repair operations; thorough knowledge of county codes and policies, state, federal and OSHA regulations; thorough knowledge of the occupational hazards and safety precautions of the work and related equipment operation; ability to read and understand technical documents such as engineering drawings and maps; ability to make sound decisions; ability to communicate effectively, both orally and in writing; ability to operate required equipment; ability to establish and maintain effective working relationships with county officials, associates and the general public.

**APPLICATIONS:** To request an application packet, contact Lisa Siegel, HR Director/County Coordinator, 702 2<sup>nd</sup> Ave. N., P. O. Box 428, Wheaton, Minnesota, 56296, (320) 422-7778, [lisa.siegel@co.traverse.mn.us](mailto:lisa.siegel@co.traverse.mn.us) or visit our website [www.co.traverse.mn.us](http://www.co.traverse.mn.us)

**APPLICATIONS MUST BE RECEIVED AT THE TRAVERSE COUNTY HUMAN RESOURCES  
OPEN UNTIL FILLED.**

TRAVERSE COUNTY IS AN EQUAL OPPORTUNITY EMPLOYER.

# Highway Maintenance Worker

Dept/Div: Highway

FLSA Status: Non-Exempt

## General Definition of Work

Performs intermediate skilled trades work maintaining County State Aid Highways, County and Township roads; operating equipment; plowing snow, and related work as apparent or assigned. Work is performed under the limited supervision of the Maintenance Supervisor.

## Qualification Requirements

*To perform this job successfully, an individual must be able to perform each essential function satisfactorily. The requirements listed below are representative of the knowledge, skill, and/or ability required. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.*

## Essential Functions

Operates and performs light maintenance on a variety of heavy equipment such as tandem trucks and trailers, front-end loaders, motor graders, backhoes, skid steer, dozers and trucks.

Plows and removes snow under extreme weather conditions and may escort emergency response vehicles during same.

Loads, hauls and places gravel, rock and fill to prescribed locations.

Assists engineering staff on a routine basis with survey construction layout and other tasks as needed.

Grades roads, ditches and driveways; digs trenches and installs culverts; maintains and mows ditches and public areas.

Repairs and maintains roads; applies hot and cold mix to fill holes; sets concrete forms and assists in pouring concrete; sweeps heavily traveled sections of highways and intersections.

Operates chain saw to cut and trim trees; clears and cleans debris seasonally and after storms.

Patrol roads for known and unknown hazards; erects barricades and flashers to warn the public of high water; fills, hauls and places sandbags.

Assists with shop maintenance and cleaning and maintains a safe work environment.

Assists in installing signs along roads; performs carpentry jobs, small welding tasks and other maintenance tasks as assigned.

Receives and responds to public complaints; provides feedback to the Maintenance Supervisor and the County Engineer.

## Knowledge, Skills and Abilities

Thorough knowledge of the type and uses of tools, supplies, equipment, procedures and techniques used in maintenance, repair and construction activities; thorough knowledge of highway maintenance and repair operations; thorough knowledge of county codes and policies, state, federal and OSHA regulations; thorough knowledge of the occupational hazards and safety precautions of the work and related equipment operation; ability to read and understand technical documents such as engineering drawings and maps; ability to make sound decisions; ability to communicate effectively, both orally and in writing; ability to operate required equipment; ability to establish and maintain effective working relationships with county officials, associates and the general public.

## Education and Experience

Associates/Technical degree with coursework in general studies, civil engineering, construction, automotive mechanics, or related field and moderate experience in highway maintenance, or equivalent combination of education and experience.

# Highway Maintenance Worker

Dept/Div: Highway

FLSA Status: *Non-Exempt*

## Physical Requirements

This work requires the frequent exertion of over 100 pounds of force; work frequently standing, walking, sitting, speaking or hearing, using hands to finger, handle or feel, climbing or balancing, stooping, kneeling, crouching or crawling, reaching with hands and arms, pushing or pulling, lifting and repetitive motions; work requires close vision, distance vision, ability to adjust focus, depth perception, color perception, night vision and peripheral vision; vocal communication is required for expressing or exchanging ideas by means of the spoken word and conveying detailed or important instructions to others accurately, loudly or quickly; hearing is required to perceive information at normal spoken word levels and to receive detailed information through oral communications and/or to make fine distinctions in sound; work requires preparing and analyzing written or computer data, visual inspection involving small defects and/or small parts, using of measuring devices, operating machines, operating motor vehicles or equipment and observing general surroundings and activities; work regularly requires working near moving mechanical parts and frequently requires exposure to wet, humid conditions (non-weather), working in high, precarious places, exposure to fumes or airborne particles, exposure to toxic or caustic chemicals, exposure to outdoor weather conditions, exposure to extreme cold (non-weather), exposure to extreme heat (non-weather), exposure to the risk of electrical shock, exposure to vibration and wearing a self-contained breathing apparatus; work is generally in a loud noise location (e.g. grounds maintenance, heavy traffic).

## Special Requirements

Heavy Equipment Training

Armer Radio Training

Safety Training

Valid commercial driver's license in the State of Minnesota.

Last Revised: 2/7/2014



Traverse County  
Minnesota



# Employment Application

with

# Traverse County Minnesota

Traverse County Human Resources Department

P.O. Box 428

702 2<sup>nd</sup> Ave North

Phone: 320-422-7778

Fax: 320-563-4424

[www.co.traverse.mn.us](http://www.co.traverse.mn.us)

[lisa.siegel@co.traverse.mn.us](mailto:lisa.siegel@co.traverse.mn.us)

NAME:

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It is Traverse County's policy to provide equal opportunity for all, without discrimination on the basis of race, color, creed, religion, national origin, sex, marital status, familial status, status with regard to public assistance, disability, sexual orientation, or age.

**DATA PRIVACY NOTICE**

The information requested on this application is intended to be used by the County in determining suitability for employment for the position which you are currently seeking or may seek in the future. You are not legally required to provide any of the information on this form at this time. However, failure to provide complete, accurate information may result in the County being unable or unwilling to offer employment to you. With respect to any special accommodations necessary for completing your application or the interview process, the County may be unable to provide the necessary accommodations if you do not provide the information in Section IV. The information on this application which is classified as private data under the Minnesota Government Data Practices Act will not be released outside the County without your consent except as necessary for tax purposes or as otherwise required by state or federal law.

**POSITION DESIRED**

Title of position for which you are applying: \_\_\_\_\_

Date Available to Begin Employment: \_\_\_\_\_

**PERSONAL DATA**

Name: \_\_\_\_\_  
Last First Middle

Address: \_\_\_\_\_  
Street City State Zip

Home phone #: \_\_\_\_\_ Alternative contact # \_\_\_\_\_

Email Address: \_\_\_\_\_

Are you either a U.S. citizen or legally eligible to hold employment in the United States? Yes \_\_\_\_\_ No \_\_\_\_\_

Have you previously worked for the County? Yes \_\_\_\_\_ No \_\_\_\_\_

If yes, position held/department: \_\_\_\_\_

If yes, under what name may your previous employment records be found? \_\_\_\_\_

Do you have any special needs which may necessitate accommodations in the application/interview process?  
Yes \_\_\_\_\_ No \_\_\_\_\_

If yes, please describe the type of accommodation requested: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

List all other names under which you have been employed or under which your employment or educational records may be found. \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

Please explain any gaps in employment dates: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

**WORK/VOLUNTEER EXPERIENCE**

List ALL work experience, whether or not relevant to this position, and all relevant volunteer experience, most recent to be listed first.

Employer: _____	From: _____	To: _____
Address: _____	Telephone #: _____	
Position Title: _____	Responsibilities: _____	
Reason for Leaving: _____		
Supervisor's Name: _____		

Employer: _____	From: _____	To: _____
Address: _____	Telephone #: _____	
Position Title: _____	Responsibilities: _____	
Reason for Leaving: _____		
Supervisor's Name: _____		

Employer: _____	From: _____	To: _____
Address: _____	Telephone #: _____	
Position Title: _____	Responsibilities: _____	
Reason for Leaving: _____		
Supervisor's Name: _____		

Employer: _____	From: _____	To: _____
Address: _____	Telephone #: _____	
Position Title: _____	Responsibilities: _____	
Reason for Leaving: _____		
Supervisor's Name: _____		

Employer: _____	From: _____	To: _____
Address: _____	Telephone #: _____	
Position Title: _____	Responsibilities: _____	
Reason for Leaving: _____		
Supervisor's Name: _____		

**LICENSURE / SPECIAL SKILLS**

List current licenses, registrations, or certificates relevant to the position for which you are applying.

<u>License/No.</u>	<u>Issued by</u>	<u>Date</u>	<u>Expiration</u>

All applicable licenses or certifications must be received in the Personnel Office prior to employment commencing. If hired, you remain responsible for ensuring that all applicable licenses remain in effect.

Computer knowledge/programs: \_\_\_\_\_  
\_\_\_\_\_

**EDUCATION**

Include high school and/or institution issuing GED and any additional education/courses taken. Do not list dates of attendance for high school. List most recent first.

Name of School: \_\_\_\_\_  
Address of School: \_\_\_\_\_  
Degree/Diploma Received: \_\_\_\_\_  
Major/Minor: \_\_\_\_\_ Dates mm/dd/yyyy of Attendance: \_\_\_\_\_

Name of School: \_\_\_\_\_  
Address of School: \_\_\_\_\_  
Degree/Diploma Received: \_\_\_\_\_  
Major/Minor: \_\_\_\_\_ Dates mm/dd/yyyy of Attendance: \_\_\_\_\_

Name of School: \_\_\_\_\_  
Address of School: \_\_\_\_\_  
Degree/Diploma Received: \_\_\_\_\_  
Major/Minor: \_\_\_\_\_ Dates mm/dd/yyyy of Attendance: \_\_\_\_\_

Name of School: \_\_\_\_\_  
Address of School: \_\_\_\_\_  
Degree/Diploma Received: \_\_\_\_\_  
Major/Minor: \_\_\_\_\_ Dates mm/dd/yyyy of Attendance: \_\_\_\_\_

List/describe any other training and/or experience relevant to the position for which you are applying: \_\_\_\_\_  
\_\_\_\_\_

**REFERENCES**

These should be people in a position to discuss your qualifications for the position you seek. Include especially managers, directors, or heads of departments under whom you have worked. Indicate any who are related to you. The County reserves the right to contact all prior employers, educational institutions or institutions where you have volunteered in addition to references listed below.

Name of Reference: \_\_\_\_\_  
Address: \_\_\_\_\_  
Phone #: \_\_\_\_\_ Title: \_\_\_\_\_

Name of Reference: \_\_\_\_\_  
Address: \_\_\_\_\_  
Phone #: \_\_\_\_\_ Title: \_\_\_\_\_

Name of Reference: \_\_\_\_\_  
Address: \_\_\_\_\_  
Phone #: \_\_\_\_\_ Title: \_\_\_\_\_



Other Information	Yes	No
Do you have a Social Security Number?		
Are you over the age of 18? If not, state your date of birth: _____		
Are you currently employed?		
Are you available to work full-time?		
Are you available to work part-time?		

**CRIMINAL BACKGROUND INFORMATION**

The County will request information regarding criminal history in the event that you become a finalist for the position which you are applying. For certain positions (namely law enforcement), criminal background information will be requested during the application stage. Further, the County may conduct a criminal background check on individuals upon making a contingent job offer. Please refer to the job description for this position to determine if such a check will be conducted. If the job description states that a criminal check will be conducted, no offer of employment shall become final until receipt of the results of the criminal background check from the BCA, the content of which is acceptable to the County, and formal approval by the appointing authority.

**PRIOR EMPLOYMENT**

Have you ever been discharged or forced to resign from prior employment, other than in relation to a human rights charge or lawsuit in which you were the claimant/plaintiff? Yes \_\_\_\_\_ No \_\_\_\_\_  
 If so, identify the employer and describe the circumstances:

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**PERSONAL STATEMENT**

Please indicate why you are interested in the position and what you hope to accomplish if selected: \_\_\_\_\_

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**UNEXCUSED ABSENCES FROM WORK**

How many days were you *inexcusably* absent from work during the preceding three (3) years other than absences due to illness or injury of you or your immediate family? \_\_\_\_\_

## VETERAN'S PREFERENCE

The following summarizes the major points of M.S. 43A.11 as amended, which now governs the granting of veteran's preference at both the state and local levels. This chapter may be ordered from the Documents Section, Department of Administration, 117 University Avenue, St. Paul, Minnesota 55155.

### A. GENERAL REQUIREMENTS:

Applicants must meet all of the following to qualify for any preference points:

1. Meets qualifications of position and/or received final passing score in the exam process without addition of preference points.
2. Separated under honorable conditions from any branch of the armed forces of the United States.
3. Served on active duty for 181 consecutive days or more or was separated by reason of disability incurred while in service on active duty.
4. Is a United States citizen.
5. Is not eligible for or currently receiving a monthly veteran's pension benefit based on length of military service.

### B. POINTS GRANTED:

1. Ten (10) points granted to a non-disabled veteran who meets all the General Requirements.
2. Ten (10) points granted to spouse (if not remarried) of a deceased veteran who meets all of the General Requirements.
3. Fifteen (15) points granted to a disabled veteran who meets all of the General Requirements if:
  - (a) The veteran has a compensable service-connected disability as judged by the United States Veterans Administration or by the Retirement Board of the Branch of the Armed Forces; and
  - (b) The disability exists at the time of preference is claimed.
4. Fifteen (15) points granted to the spouse of a disabled veteran who meets all of the General Requirements and the requirements listed in 3 above, but who is unable to qualify because of the disability.

Are you an honorably discharged veteran of the armed forces of the United States or are you otherwise eligible to claim Veteran's Preference Points? Yes \_\_\_\_\_ No \_\_\_\_\_

Do you wish to claim Veteran's Preference Points? Yes \_\_\_\_\_ No \_\_\_\_\_

If you are a disabled veteran and wish to claim additional points, please check here. \_\_\_\_\_

If you are the spouse of a disabled veteran and wish to claim additional points, please check here. \_\_\_\_\_

**Proof of applicable military status/eligibility, such as a DD214 form, will be required in order to claim credits. Please attach DD214 form or forward it within five (5) business days.**

**CERTIFICATION, ACKNOWLEDGMENT AND RELEASE**

**I certify** that the answers I have given on this application are true and correct to the best of my knowledge. I understand that any false or misleading information provided, or any omission or concealment of facts, will disqualify me from consideration for employment, and constitutes grounds for my immediate dismissal should I be employed by the County.

**I understand, acknowledge and agree** that no offer of employment is valid or binding until formal approval by the County Board and until such approval that the County shall not be liable for any reliance on any oral or written offers of employment made to me.

In connection with this application **I hereby authorize** any and all current and former employers, organizations where I have volunteered (“volunteer organizations”) and references named in this application, or any agent of such a former employer or volunteer organizations, to release to the County and its agents any and all information regarding my job performance and fitness/qualifications to perform the position I am presently seeking and any other employment or related information, both public and private, in their possession. I understand that the County will use this information to determine my fitness/qualifications for the position I am seeking. This authorization expires one year from the date of my signature, below.

**I hereby release** the County and all former employers, volunteer organizations and references listed herein and any and all agents acting on behalf of said County, former employers, volunteer organizations or references, for any and all liability of whatever nature by reason of requesting or providing such information.

Date \_\_\_\_\_ Signature \_\_\_\_\_  
(Do not print)

**CONSENT FOR RELEASE OF  
EMPLOYMENT AND APPLICANT RECORDS  
AND RELEASE OF LIABILITY**

I, \_\_\_\_\_ hereby consent to the release of any and all personnel data or other information about me or related to me or my employment or application for employment with the County of Traverse, Minnesota, including but not limited to: college transcripts, resumes, applications, interview notes, correspondence, and any and all other information related to my employment, application for employment or other attempt(s) to secure employment, including performance evaluations, disciplinary records, investigative data or notes whether or not said investigation resulted in disciplinary action, and all other information contained in my personnel file or otherwise maintained in any form by Traverse County whether or not previously reviewed by me, to the Traverse County Human Department or designated assistant. This information is needed for the purpose of determining by qualifications and fitness for employment.

(If applicable) I was employed by Traverse County from \_\_\_\_\_ to \_\_\_\_\_ or applied for employment on or about \_\_\_\_\_. Records may be found under the following names: \_\_\_\_\_  
\_\_\_\_\_.

In connection with this authorization for release of information, I hereby release the County of Traverse, Minnesota and all of its current and former employees, officers, Commissioners, agents or representatives from any and all manner of liability of whatever nature by reason of requesting or providing such information.

I understand that this authorization shall continue in full force and effect unless specific written revocation is sent to the Human Resource Department of the County of Traverse by certified mail.

Date: \_\_\_\_\_

\_\_\_\_\_  
Signature

**IMPORTANT INFORMATION FOR APPLICANTS FOR EMPLOYMENT WITH TRAVERSE COUNTY**

In accordance with the Minnesota Government Data Practices Act, Traverse County ("County") is required to inform you of your rights as they pertain to private data collected from you. Private data is that information which is available to you, but not to the public. Some personal information we collect about you is private.

Minnesota Statutes 13.01 to 13.87, Government Data Practices, requires that you be informed that the following personal information which you are asked to provide on this Employment Application is considered private data:

- 1. Name (becomes public when certified as a "finalist")
- 2. Home address
- 3. Home phone number
- 4. Age group

We ask this information for the following reasons:

- 1. To distinguish you from all other applicants and identify you in our personnel files.
- 2. To help us to be sure that you are the individual who makes the application.
- 3. To help us to contact you when more information is required, when we send you notices, and/or when we schedule you for interviews.
- 4. To see if you meet the minimum age requirements (if any).
- 5. To conduct proper background investigations needed when applying for a position.
- 6. To determine whether or not any conviction record may be a job-related consideration affecting your suitability for the position you applied for.
- 7. To enable us to ensure your rights to equal opportunities.
- 8. To meet federal and state reporting requirements.

Data supplied by you may be used for such purposes as may be determined to be necessary in the administration of personnel in the County and in the administration of personnel policies, rules, and regulations.

Private data is available only to you and to other persons in the County who have a justified need for the data. Public data is available to anyone requesting it and consists of all data furnished in the employment process which is not designated in this notice as private data.

Names of applicants remain private except when certified as eligible for appointment to a vacancy or when applicants are considered by the County to be finalists for a position. "Finalists" means a person who is selected to be given an interview as a final step prior to selection.

By my signature below, I certify that I have read (or had read to me) the information printed above and understand its meaning. I certify that answers given herein are true and complete to the best of my knowledge.

Traverse County will not discriminate against or harass any employee or applicant for employment because of race, color, creed, religion, national origin, sex, disability, age, marital status, status with regard to public assistance, or veteran status.

In order for us to comply with certain record keeping requirements, we ask that you fill out this document. This information is used solely for government reporting and will be kept in a **confidential file separate from your application for employment**.

Government agencies require periodic reports on the sex, ethnicity, disability and veteran status of applications. **This data is for analysis and affirmative action only.**

**Submission of information is voluntary. You are not legally required to provide this information.**

Today's Date: \_\_\_\_\_ Position Applying For: \_\_\_\_\_

Name: \_\_\_\_\_

Male  Female Veteran:  No  Yes Disabled Veteran:  No  Yes Spouse of a Disabled Veteran  Yes

Race:  White (not of Hispanic Origin)  Black (not of Hispanic Origin)  Hispanic  
 American Indian/Alaskan Native  Asian/Pacific Islander

**Disability Status:**

A person with a disability is defined as:

- 1. Having a physical or mental impairment which substantially limits one or more major life activities.\*
- 2. Having a record of such an impairment.
- 3. Being regarded as having such an impairment.

\* **Note:** Major life activities include caring for oneself, performing manual tasks, walking, talking, hearing, seeing, speaking, breathing, learning, and working. Temporary, non-chronic impairments of short duration, with little or no long-term impact, are usually not disabilities. A visual problem which has been corrected by glasses is usually not a disability. Veterans who are rated as "disabled" by the Veterans Administration are not automatically "disabled" under this definition.

**Based upon the above information, do you claim disability status?**  Yes  No

**Do you have special needs which may necessitate accommodations in the test facilities or test process?**  Yes  No

If Yes, please describe the type of accommodation needed: \_\_\_\_\_

Job accommodations will be considered on a case-by-case basis with essential function determinations being made for the position vacancy.

Traverse County will not discriminate against or harass any employee or applicant for employment because of race, color, creed, religion, national origin, sex, sexual orientation, familial status, disability, age, marital status, status with regard to public assistance, veteran status, local human rights commission activity or any other basis protected by law.

**Signature of Applicant:** \_\_\_\_\_ **Date:** \_\_\_\_\_