



BUILD YOUR CAREER @IDOT

HIGHWAY MAINTAINERS



**Illinois Department
of Transportation**

IDOT DIVERSITY AND RECRUITMENT

**BUILD YOUR
CAREER
@IDOT**



BUILD YOUR CAREER AT IDOT

In this booklet, you'll find the info you need to build your career as a Highway Maintainer at IDOT. You'll learn about the benefits of working for IDOT, opportunities for employment, how to contact us and how to apply.

We can't wait to work with you and help you build your career at IDOT.

IDOT MISSION STATEMENT

It is our mission to provide safe, cost-effective transportation for Illinois in ways that enhance quality of life, promote economic prosperity and demonstrate respect for our environment.

IDOT BENEFITS

The State of Illinois offers a competitive benefits program for IDOT employees.

Work Life Balance

- ☐ Annual paid leave
 - 10 vacation days (increases up to 25 days)
 - 3 personal holidays
 - 12 sick days
 - 13 – 14 paid holidays
- ☐ Flexible work schedules
- ☐ Rollover vacation and sick time
- ☐ 12 weeks paid maternity/paternity
- ☐ Paid overtime/comp time
- ☐ Health, vision and dental (no waiting period)
- ☐ Life insurance
- ☐ Medical care assistance program
- ☐ Health savings account
- ☐ Dependent care assistant program
- ☐ Be Well Illinois wellness program

Financial Wellness

- ☐ Retirement and pension
- ☐ Deferred compensation
- ☐ Flexible spending accounts
- ☐ Bilingual skills pay
- ☐ Educational loan forgiveness and reimbursement eligibility
- ☐ Commuter savings program
- ☐ Training and Advancement
 - ☐ Professional work environment
 - ☐ Potential for advancement
 - ☐ Training to develop and help you succeed in your role
 - ☐ Management leads by example
 - ☐ Vested interest in its employees, to foster promoting from within
 - ☐ Job security
 - ☐ Specialized training programs
 - ☐ Vast on-the-job training



HIGHWAY MAINTAINERS

(FULL-TIME PERMANENT) POSTED IN ALL DISTRICTS

POSITION OVERVIEW

PAY RATE: \$7,154/month

Operates CDL Class "A" licensed vehicles including maintenance trucks, pavement marking equipment, tractors, mowing machines, snowplows, salt spreaders, compressors, jack hammers and generators.

ESSENTIAL FUNCTIONS

- ☐ Operates CDL Class A licensed vehicles.
- ☐ Performs labor relating to maintenance of roads.
- ☐ Assists in snow and ice control during snow and ice conditions.
- ☐ Performs labor relating to maintenance of roadside and right of way.
- ☐ Performs routine housekeeping duties at headquarters.
- ☐ Removes and disposes of trash, dead animals and other debris along highways.
- ☐ Maintains on-the-job records
- ☐ Performs other duties as required or assigned which are reasonably within the scope of those enumerated above.

MINIMUM QUALIFICATIONS

- ☐ Requires knowledge, skill and mental development equivalent to the completion of four years of high school.
- ☐ Requires possession of a Class "A" CDL with appropriate endorsements, to include X or N and no airbrake restrictions.
- ☐ Requires one year driving experience immediately preceding

appointment free of incidents that could result in license suspension or revocation.

EMPLOYMENT CONDITIONS

- ❑ The conditions of employment listed here are incorporated and related to any of the job duties as listed in the job description.
- ❑ Requires successful completion of a pre-employment background investigation, a pre-employment physical examination, a pre-employment drug and alcohol screening as well as ongoing random drug and alcohol screenings.
- ❑ Requires the ability to perform arduous labor outdoors in a variety of adverse conditions including, but not limited to, hot, cold, wet, windy, muddy, confined spaces, active construction sites, climbing steep terrain, roads open to traffic and wading in water while dealing with adverse environmental conditions such as poisonous plants, animals, insects, rodents and snakes.
- ❑ Requires the ability to understand and carry out oral and written instructions while maintaining productive working relationships.
- ❑ This position is considered medium work as defined by the U.S. Department of Labor (20 CFR 404.1567©). Medium work involves lifting no more than 50 pounds at a time with frequent lifting or carrying objects weighing up to 25 pounds.
- ❑ Operations employees are subject to call at any hour of the day or night on any day of the year to respond to emergencies outside of normal work hours. As a result, negotiated rate employees are required to work reasonable amounts of overtime when necessary. Any bargaining unit employee who may be required to engage in a call out shall respond to the call as quickly as practicable but in no situation can the response time exceed 45 minutes.

CDL SKILLS TEST WAIVER

(FOR FULL-TIME PERMANENT HIGHWAY MAINTAINERS)

Veterans can apply for a Commercial Driver's License without skills testing. The Commercial Driver License skills test waiver form may be used by veterans. Waiver of CDL Skills testing is credited to veterans in honor of military Commercial Motor Vehicle training and experience. The CDL knowledge (written) test(s) cannot be waived.

More information: www.ilsos.gov/departments/drivers/drivers-license/cdl/cdl.html#military



SPECIALIZED MAINTAINERS

POSITION OVERVIEW

These specialized Highway Maintainers perform a variety of tasks related to the maintenance, repair and upkeep of roads, bridges and other related structures and features.

BRIDGE CREW

Positions posted in ALL IDOT districts.

**PAY RATE: \$7,240/month (Downstate Teamsters),
\$7,262/month (Fox Valley and Cook County Teamsters)**

ESSENTIAL FUNCTIONS:

- ☐ Repairs bridge decks, bridge expansion joints, bridge, rails, bridge seats and rockers and other minor structural repairs.
- ☐ In the performance of duties, operates CDL Class A licensed vehicles including motor graders, loaders, backhoes, maintenance trucks, tractors, snowplows, salt spreaders, compressors, jackhammers, generators, special hydraulic inspection equipment and other equipment in the maintenance of state-maintained bridges or the highway road network.
- ☐ Lubricates, adjusts and makes minor repairs to the equipment assigned to the bridge crew.
- ☐ Spreads salt and sand and operates snowplows during snow and ice conditions.
- ☐ Maintains records of materials on hand, distributes materials and maintains written inventory of equipment assigned.
- ☐ Maintains on-the-job records.
- ☐ Performs other duties as assigned or required which are reasonably within the scope of those enumerated above.

DRILL RIG/FOUNDATIONS & SOILS

Districts 2, 6, 9

**PAY RATE: \$7,277/month (Downstate Teamsters),
\$7,442/month (Fox Valley Teamsters), \$7,301/month
(Cook County Teamsters)**

ESSENTIAL FUNCTIONS:

- ☐ Operates CDL Class A licensed vehicles.
- ☐ Performs labor relating to maintenance of roads.
- ☐ Assists in snow and ice control during snow and ice conditions.
- ☐ Performs labor relating to the maintenance of roadside and right of way.
- ☐ Performs proper preventive maintenance.
- ☐ Performs laboratory analysis of samples and duties such as data input and file management assigned during periods of inclement weather or major equipment repair.
- ☐ Performs other duties as required or assigned which are reasonably within the scope of those duties enumerated above.

EMERGENCY TRAFFIC PATROL

DISTRICT 1 (CHICAGOLAND)

PAY RATE: \$7,306/month

ESSENTIAL FUNCTIONS:

- ☐ Performs a variety of tasks related to the removal of disabled vehicles from the road as well as all call box assists, maintenance, repair and upkeep of roads, bridges and other related structures and features.
- ☐ Alerts Radio Communication Center of situations that may interrupt traffic flow.
- ☐ Provides assistance to motorists.
- ☐ Maintains on-the job records.
- ☐ Performs other duties as required or assigned which are reasonably within the scope of those enumerated above.

DISTRICT 8 (METRO EAST)

PAY RATE: \$7,279/month

ESSENTIAL FUNCTIONS:

- ☐ Operates various types of CDL class A licensed vehicles including trucks, heavy duty wreckers, emergency traffic patrol vehicles and towing equipment to patrol interstates and critical bridges.
 - ☐ Alerts district Communications Center to situations that may interrupt traffic flow.
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- ❑ Prepares daily truck time and other reports as required.
- ❑ Performs other emergency duties such as snow and ice removal and other emergency efforts as directed.
- ❑ Performs other duties as required or assigned which are reasonably within the scope of those enumerated above.

LANDSCAPE

Districts 1, 2, 9

PAY RATE: \$7,154/month

ESSENTIAL FUNCTIONS:

- ❑ Performs labor relating to the maintenance of roadside, right of way and rest area facilities.
- ❑ Hold and maintain an Illinois Department of Agriculture applicator license for General Standards and right of way for the duration of the position.
- ❑ Applies herbicides and pesticides to state right of way.
- ❑ Applies seed, fertilizer and erosion control materials to establish vegetation on rights of way and rest areas to enhance and retain desirable turf.
- ❑ Cuts grass, weeds, plants and/or cares for trees, bushes and flowers as directed.
- ❑ Performs controlled burns as allowed by law.
- ❑ Performs plumbing, heating and electrical work along with the continuous upkeep of sewage lagoons and lift stations.
- ❑ Performs construction repairs at all state facilities, including, but not limited to carpentry, parking lot repairs, curb repair, fences and sign repair.

TRAFFIC

District 9

PAY RATE: \$7,154/month

ESSENTIAL FUNCTIONS:

- ❑ Performs maintenance, manufacture and assembly of traffic control devices.
 - ❑ Installs signposts, signs and barricades.
 - ❑ Performs general repairs of signs to complete work orders used in detail daily sign work.
 - ❑ Operates CDL Class A licensed vehicles.
 - ❑ Operates maintenance trucks, pavement marking equipment, digger-derrick equipment, tractors, mowing machines, snowplows, salt spreaders, as well as other equipment including air compressors, hydraulic equipment (post diggers), generators
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and other sign shop equipment used in the construction of signs and barricades.

- ❑ Washes, greases and conducts minor repairs and preventive maintenance activities of these vehicles and equipment.
- ❑ Performs labor relating to the maintenance of traffic signal equipment and luminaires.
- ❑ Repairs specialized pavement marking and other traffic related equipment.
- ❑ Spreads salt and sand and operates snowplows during snow and ice conditions.
- ❑ Plows and removes snow.
- ❑ Responds to emergency weather situations to inspect roads and remove hazardous material/obstacles, some weighing up to 50 pounds, from roads and drainage areas.
- ❑ Performs labor relating to unique projects such as rumble bar installations, pavement marking removal, special pavement markings and curb top reflector installations.

MINIMUM QUALIFICATIONS & POSITION OVERVIEW

See Highway Maintainers entry.





SNOWBIRDS

TEMPORARY HIGHWAY MAINTAINERS

WINTER PROGRAM: OCTOBER 16TH – APRIL 15TH

POSITION OVERVIEW

Under the direction of the Highway Maintenance Lead/Lead Worker and/or Operations Supervisor, monthly and hourly highway maintainers perform a variety of seasonal tasks involved in the maintenance, repair and upkeep of roads, bridges and other related structures and features.

WINTER SALARIED HIGHWAY MAINTAINERS

(FULL-TIME, TEMPORARY – SEASONAL SNOWBIRDS)

Positions posted in ALL IDOT districts.

PAY RATE: \$6,255/month

Winter Salaried Highway Maintainers (Monthly Snowbirds) perform all the job duties as IDOT's year-round highway maintainers, including performing a variety of tasks related to the maintenance, repair and upkeep of roads, bridges and other related structures and features. Winter Salaried Highway Maintainers (Monthly Snowbirds) must have a Class A or B CDL with an X or N endorsement.

ESSENTIAL FUNCTIONS

- ☐ Operates CDL Class A or B licensed vehicles.
 - ☐ Assists in snow and ice control during snow and ice conditions.
 - ☐ Performs labor relating to the maintenance of roadside and right of way.
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- ❑ Performs labor relating to the maintenance of roads.
- ❑ Performs routine housekeeping duties and other tasks associated with the general care of the headquarters grounds.
- ❑ Performs other duties as required or assigned which are reasonably within the scope of those enumerated above.

SEASONAL SNOW REMOVAL OPERATORS (HOURLY SNOWBIRDS)

Positions posted in Districts 2 – 9.

PAY RATE: \$27.79/hour

Snow Removal Operators (Hourly Snowbirds) are paid hourly and respond to emergency weather situations to inspect roads, operate snowplows/salt spreaders and remove other hazardous materials/obstacles from the roads. Snow Removal Operators (Hourly Snowbirds) must also have Class A or B CDL with an X or N endorsement.



ESSENTIAL FUNCTIONS

- ❑ Operates CDL Class A or B licensed vehicles.
- ❑ Assists in emergency snow and ice control.
- ❑ Assists in servicing, washing and making minor repairs of equipment such as trucks, tractors, snowplows, salt spreaders, compressors, graders and other light highway equipment.
- ❑ Performs routine housekeeping duties and other tasks associated with the general care of the headquarters grounds.
- ❑ Performs other duties as required or assigned which are reasonably within the scope of those enumerated above.

MINIMUM QUALIFICATIONS

- ❑ Requires knowledge, skill and mental development equivalent to the completion of four years of high school.
- ❑ For seasonal employees only, possession of a Class B CDL with appropriate endorsements, to include X or N and no airbrake restrictions, is acceptable for a period of two years. At the beginning of the third year from the initial hire date, a seasonal employee must possess a Class A CDL with appropriate endorsements, to include X or N and no airbrake restrictions.
- ❑ Requires one year driving experience immediately preceding appointment free of incidents that could result in license suspension or revocation.



EMPLOYMENT CONDITIONS

- ❑ The conditions of employment listed here are incorporated and related to any of the job duties as listed in the job description.
 - ❑ Requires successful completion of a pre-employment background investigation, a pre-employment physical examination, a pre-employment drug and alcohol screening as well as on-going random drug and alcohol screenings.
 - ❑ Requires the ability to perform arduous labor outdoors in a variety of adverse conditions including, but not limited to, hot, cold, wet, windy, muddy, confined spaces, active construction sites, climbing steep terrain, roads open to traffic and wading in water while dealing with adverse environmental conditions such as poisonous plants, animals, insects, rodents and snakes.
 - ❑ Requires the ability to understand and carry out oral and written instructions while maintaining productive working relationships.
 - ❑ This position is considered medium work as defined by the U.S. Department of Labor (20 CFR 404.1567©). Medium work involves lifting no more than 50 pounds at a time with frequent lifting or carrying of objects weighing up to 25 pounds.
 - ❑ Operations employees are subject to call at any hour of the day or night on any day of the year in order to respond to emergencies outside of normal work hours. As a result, negotiated rate employees are required to work reasonable amounts of overtime when necessary. Any bargaining unit employee who may be required to engage in a call out shall respond to the call as quickly as practicable but in no situation can the response time exceed 45 minutes.
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LOCATION AND APPLICATION INFORMATION

As positions are available, opportunities are posted under each district.

To see available positions, scan the QR code below or visit [idot.click/IDOT-jobs](https://www.idot.state.il.us/careers/IDOT-jobs).



All applicants who desire consideration for current postings **MUST** apply electronically through SuccessFactors Careers at the State of Illinois website. Scan the QR code below or visit [illinois.jobs2web.com](https://www.illinois.jobs2web.com) to apply.

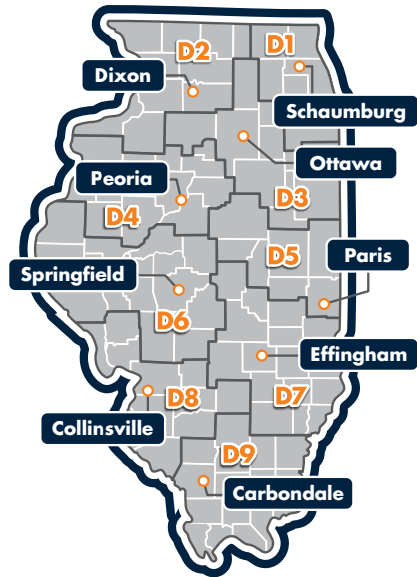


For more information, email: DOT.Recruitment@illinois.gov

OFFICE LOCATIONS

IDOT has offices and maintenance yard locations throughout the state.

Below is a map of our office locations. For more information about where we work, visit [idot.illinois.gov](https://www.idot.illinois.gov).



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IDOT is an equal
opportunity employer.