

CHICKASAW COUNTY ENGINEER

COURTHOUSE, 8 E. PROSPECT

PO BOX 316, NEW HAMPTON, IOWA 50659-0316

PHONE: 641-394-2321, FAX: 641-394-5280

EMAIL: r.lensing@chickasawcounty.iowa.gov WEBSITE: chickasawcounty.iowa.gov

"The mission of the County Engineer and Secondary Roads Department is to develop, construct, manage and maintain a safe and modern network of county roads and bridges, by being efficient, financially responsible and environmental stewards to the residents and visitors of Chickasaw County."

Job Description: Equipment Operator/Laborer

Minimum Education & Experience Requirements

This job requires a Class A Commercial Driver's License (C.D.L.). High school diploma or equivalent is recommended. Bachelor's or Associate's degree is preferred.

Essential Functions & Job Duties

You will be operating heavy equipment and trucks for Chickasaw County Secondary Roads Department. You will be required to operate that equipment safely, skillfully and responsibly. Loss of or the inability to keep a C.D.L. and or insurability will be grounds for dismissal.

This job requires the cutting and treating of vegetation. We require that all personnel be knowledgeable in pesticide treatment, and thus acquire and maintain an Iowa Pesticide Applicators License (once employed).

This job requires that you will answer to one of three foremen or the general superintendent (all under the supervision of the County Engineer). The foremen will assign a task and the equipment. You will not at all times be directly supervised. You will be required to work safely, skillfully and responsibly without direct supervision.

Reliable and prompt attendance is required. In performing this job, you will be required to operate a snow plow (motor grader or tandem axle dump truck) in winter months. This operation may be before, during or after regular hours. It is important that you are available for these "off hours" shifts. It is important that you be available for emergency situations (snow storms, flooding, etc.) as on call to assist in making the roads safe to the traveling public.

Required Physical & Mental Capabilities

This job will require limited lifting capabilities up to 50 pounds. This will enable the employee to, install tire chains, hook up snow plows, place road signs, change tires, clean culverts with shovels, etc. Additional duties may include but are not limited to: brushing, moving, pavement maintenance, assisting bridge/culvert crews, traffic control flagging, shoulder maintenance, dirtwork, etc.

This job requires a positive, pleasant attitude to be able to perform your daily and off hour shifts with a courteous and caring attitude to the traveling public and to the taxpayers of Chickasaw County.

This job will require mechanical knowledge to be able to make simple repairs and to assist mechanics in making more complicated repairs on equipment and to perform routine maintenance functions on assigned equipment such as lubrication.

Other Requirements

This is a safety sensitive position. This position requires a pre-employment drug test with a negative result. In addition, this position is subject to random and reasonable suspicion drug and alcohol testing.

Disclaimer

Chickasaw County is an equal opportunity employer, committed to equity and diversity in its employment practices. The County does not discriminate on the basis of sex; race; age; color; creed; national origin; religion; disability; sexual orientation; gender identity; genetic information or marital status in its employment practices. Veteran status is also included to the extent covered by law. Reasonable accommodations will be made for applicants in accordance with the Americans with Disabilities Act (contact the Chickasaw County Engineer's Office at 641-394-2321).

Employee

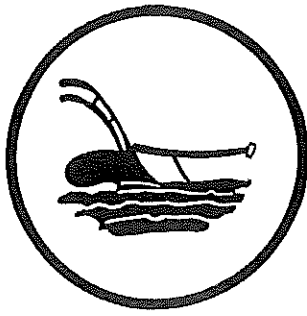
Date

County Engineer

Date

CHICKASAW COUNTY ROAD DEPARTMENT

- Hours--- 7:00 a.m. to 3:30 p.m.; half hour for lunch
- Vacation--- Date of Hire thru 6 years --- 10 days (accrue 3.08 hours per payroll)
At 7 years --- 15 days (accrue 4.62 hours per payroll)
At 15 years --- 20 days (accrue 6.16 hours per payroll)
At 21 years --- 25 days (accrue 7.70 hours per payroll)
- Personal Day--- 1 day per calendar year.
- Sick Leave--- Earn 12 hours/month. Maximum 105 days (840 hours)
Example: Start Oct. 15th, not eligible until Dec. 1st (worked all of November)
- Holidays--- Approximately 10.5 days per year.
- Health Insurance--- Single plan---\$863.51 paid by county.
Family plan---\$1586.59 paid by county, \$528.86 paid by employee.
Family plan---\$264.43/264.44 paid by employee per pay period.
Starts after one full month completed. Example: Start Oct. 15th, not eligible until Dec. 1st (worked all of November). Payroll deductions: deductions in November for December coverage.
Insurance rates may change in June for July coverage (new fiscal year).
- IPERS--- Employee share is 6.29% and the county share is 9.44%
- Basic Life Insurance w/ AD&D--- Standard Insurance \$10,000 benefit for employee paid by employer.
You may purchase more for yourself, spouse and children.
- Dental Insurance--- Delta Dental available and paid by employee.
- Deferred Compensation Retirement Plan thru Paradigm Benefits available after 6 month probation completed.
- Comp Time Overtime maybe converted into Comp Time up to 81 hours to be used between July 1 thru June 30
- Probationary Period--- Maximum of 6 months.
- Uniforms--- Uniforms are furnished if you want them. If you get uniforms you are expected to wear them. You are responsible to keep track of them, if any are lost you will have to pay for them as they are rented from Cintas



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3/05/2026

Notice to Secondary Roads Employees

(4) 10 Hour Day Work Week (Monday – Thursday)

These changes will apply to Secondary Roads Maintenance Employees only. Prior to and following the dates specified below, Secondary Roads Maintenance Employees will return to the normal (5) 8 Hour Day Work Week (Monday – Friday).

Schedule

- Start Date of (4) 10 Hour Day Work Weeks: Monday, June 1st, 2026
- Week of Independence Day Holiday (Observed): Monday, June 29th, 2026 to Friday, July 3rd, 2026
 - (4) 8 Hour Work Days (Monday-Thursday) + (1) 8 Hour Paid Holiday (Friday)
 - Return to (4) 10 Hour Work Day Week the following week
- End Date of (4) 10 Hour Day Work Weeks: Thursday, September 3rd, 2026

Details

- (4) 10 Hour Day Work Week
 - Monday – Thursday
 - 6:00 AM - 4:30 PM
 - 9:00 AM – 15 minute break
 - 12:00 PM – 30 minute lunch break
 - 2:00 PM – 15 minute break
 - Employee will be paid overtime for any hours worked over 10 hours Monday – Thursday (employees may also put this time toward comp-time accrual).
- Fridays (Optional and Contractor Related)
 - Employees will be paid overtime for any hours worked on a Friday during this period (employees may also put this time towards comp-time accrual). Employees needed for contract rock operations or any other potential work involving contractor/day labor operations will be expected to work on a Friday when necessary (this includes any foreman, operators, mechanics). Per approval of the County Engineer, Foreman may ask employees to volunteer to work Fridays during the aforementioned period for normal maintenance operations. Time taken for lunch will not be paid.
 - Duties of Foreman
 - Foreman may work all day or partial day depending on need
 - Engineer's Office Staff can assist in the event a foreman is not available.
 - Duties of Mechanic
 - (1) mechanic will be required to be at the shop (paid) or available on-call (unpaid unless needed) if maintenance crews work on a Friday
 - Mechanics can volunteer or be available on a rotation schedule
- Vacation
 - If employee uses vacation for a full day during the aforementioned period, 10 hours will be deducted from their accrued balance.

- **Personal Day**
 - If employee takes an entire day off and elects to use their (1) personal day during the aforementioned period, 8 hours will be deducted from their personal day allotment and the remaining 2 hours will be deducted from their vacation/comp-time accrued balance.

- **Sick/Bereavement Leave/Other**
 - Per Chickasaw County Handbook