



Right-of-Way Maintenance Worker II

Brush Crew Lead (Utility Worker 2)

Department: Secondary Roads

FLSA: Non-Exempt

Date: July 13, 2026

Position Summary

Under the direction of the Assistant Foreman the Right-of-Way Maintenance Worker II performs duties in the field relating to Tama County's roadside Vegetation Management Program. In this position the Right-of-Way Maintenance Worker II supports the mechanical and chemical control of vegetation, contributes to public safety through line of sight clearing, site restoration, and assists in erosion control. Responsible for hands-on field work including spraying, hydroseeding, mowing, burning, and related record keeping. Position is responsible for all work completed by R.O.W. Maintenance Worker II, and any/all Right-of-Way Maintenance Worker I assigned to him/her. The worker is responsible for equipment upkeep, digital reporting, and public interaction. Knows the county's customer service principles, the county's mission, strategic plan, values, and demonstrates a commitment to customer satisfaction and quality of work performed.

Essential Functions

- Schedules work for self and any assigned personnel.
- Mixes, prepares, and applies herbicides using various methods in accordance with label instructions and safety standards.
- Performs hydroseeding operations including loading mulch, adding seed and soil amendments, and applying mixtures to restore sites and prevent erosion.
- Clears brush, trees, and debris from roadways and right-of-way using hand tools, chainsaws, pole saws, and herbicides; safely operates mowing equipment.
- Maintains detailed records of chemical usage, equipment maintenance, and field activities to meet compliance requirements.
- Performs daily and scheduled maintenance on equipment including oil changes, filter replacements, inspections.
- Utilizes phones and digital tools for timekeeping, work tracking, fuel logs, and safety documentation.
- Operates dump truck w/snowplow or Motor Grader to remove snow as required from roads and bridges.
- Must be able to lift 75 pounds, safely traverse uneven terrain on foot, stand, squat, kneel for extended periods of time.
- Safe operation of Brush chippers and bucket trucks, occasionally working forty (40) feet above ground.
- Responds professionally to public inquiries and complaints, ensuring safe work zones and timely, courteous communication.
- Knows the products and services they personally produce.
- Reports any emergency, safety hazards or maintenance work needed to the foreman.
- Performs all other duties as assigned.



Minimum Qualifications

- High School Diploma or equivalent preferred.

Knowledge, Skills, and Abilities

- Working knowledge of vegetation establishment and control techniques including herbicide application, seeding, mowing, prescribed burning, and maintenance.
- Skill in operating equipment under varying weather and terrain conditions.
- Knowledge of safety protocols, traffic regulations, and environmental best practices.
- Strong Communication skills, ability to work independently and in teams, and to maintain professional interaction with the public in adverse situations.
- Competency in use of digital tools and systems.
- Ability to work unsupervised; maintain workflow and task completion.
- Ability to follow oral and written instructions.

Special Necessary Requirements

- Required to demonstrate skill in the above-mentioned requirements and functions to the satisfaction of the Road Foreman and County Engineer during the probationary period.
- Must pass a drug test after offer of employment, with random testing as determined by the county.
- Regular work attendance required.
- Must remain awake and aware of surroundings at all times.
- Must possess a valid State of Iowa Class A Commercial Drivers License (CDL) with no air brake, manual transmission or tractor-trailer restrictions.
- Must possess a valid Commercial Pesticide Applicator License (Right-of-Way) or obtain one at first opportunity.

This description describes the general nature and level of work being performed by individuals assigned to this position. It is not intended to be an exhaustive list of all responsibilities, duties, and skills required. This description is subject to modification as the needs and requirements of the job change, and in compliance with applicable laws and regulations.

