



HIGHWAY PAVING & CRUSHING SUPERINTENDENT

Chippewa County is accepting applications for a Paving and Crushing Superintendent. The job duties of the Paving and Crushing Superintendent include but are not limited to provide direct supervision of personnel performing hot mix asphalt, chip sealing, shouldering, reclamation and general maintenance tasks for Chippewa County Highway Department; to meet WisDOT specifications at the lowest cost while adhering to State, Local, and Federal regulations; and to provide responsive, courteous and efficient service to County residents and the general public.

Minimum Qualifications: Bachelor's degree in Civil Engineering or related field with three (3) years of recent management experience of crushing, hot mix, or paving operations required -OR- an Associate's degree in Civil Engineering Technology or related field with seven (7) years of recent management experience of crushing, hot mix, or paving operations required -OR- a High School diploma with ten (10) years of recent management experience of crushing, hot mix, or paving operations required. WisDOT Highway Technician Certification Program certifications in asphalt and aggregate testing preferred. Certifications in HMA-Production Testing and HMA-Troubleshooting/Process Control to be obtained within one (1) year of hire. MSHA certification for work in mines required within six (6) months of hire. A valid driver's license and a cell phone is required. Visit www.chippewacountywi.gov to view the full position description and other job requirements.

Starting Wage: \$33.27 - \$36.97 per hour depending on qualifications plus an excellent fringe benefit package. **Maximum Wage:** \$44.36 per hour.

Benefits: Health Insurance offered through AmeriBen (Anthem BluePreferred Network) is a high-deductible plan (\$3,000 - Single and \$6,000 - Family)! Includes Near-Site Clinic at ReforMedicine with **\$0 cost** office visits, physicals, labs, etc. And physical therapy services at Doctors of Physical Therapy with **\$0 cost** for visits! Wisconsin Retirement System pension! Dental, Vision, Life Insurance, Flexible Spending, Dependent Care, Accident Insurance, Critical Illness, and Disability Insurance offered. Generous PTO (Paid Time Off) of 7.09 hours earned bi-weekly! For more information on Chippewa County's Benefits visit:

<https://www.chippewacountywi.gov/197/Employee-Benefits>

TO APPLY: Applications will only be accepted through the online application process at www.chippewacountywi.gov under Career Opportunities. Applications must be submitted electronically by **Sunday, January 11th, 2026, at 4:30 pm**. Application materials received after that date and time will not be considered. EOE.

Interviews will be conducted on Monday, January 19th and Tuesday, January 20th, 2026.