Oneida County

Highway Operator
Rhinelander

Oneida County is now hiring for a Highway Operator position with the Highway Department. This position will work out of the Rhinelander shop year round.

SUMMARY OF JOB DUTIES:

- Repair, clear and maintain various highways, roads, right-of-ways, and roadsides, while operating various types of vehicles, equipment and hand-tools.
- Assist in flagging traffic and other manual labor tasks.
- Snow removal and storm damage cleanup.
- Perform minor repairs plus routine and preventative maintenance of department vehicles and equipment.
- Other duties as assigned.

EXPERIENCE AND QUALIFICATIONS:

- High school degree or equivalent
- Three years work experience in highway maintenance or closely related work.
- Must live within 25 minutes of the Rhinelander shop.
- C.D.L. (Commercial Driver's License) is required. Class B license with tanker and air break endorsements is required but Class A license is preferred.

Note: For applicants that do not have a CDL but meet other qualifications, Oneida County may assist in licensing costs and pay wages while obtaining CDL licensing.

WORK HOURS: These full-time positions work Monday through Thursday from 6:00AM to 4:00PM during summer months. Winter hours vary based on snow removal needs. Overtime is paid for weekend hours worked and position may be required, as needed, to work nights and weekends for snow removal and storm cleanup.

WAGES AND BENEFITS: Starting 2026 hourly wage of $26.79 plus $1.50 per hour for winter maintenance pay for November through March. Excellent benefit package provided which includes affordable health insurance, enrollment in the Wisconsin Retirement System and generous Paid Time Off (PTO) with the ability to carryover unused PTO hours into future years.

HOW TO APPLY: Complete job description and ***required*** Oneida County application is available at www.oneidacountywi.gov. For more information or to receive a paper application, please call Krista at 715-369-6299. Completed applications should be emailed to KLPayne@oneidacountywi.gov or mailed to Oneida County Labor Relations Employee Services, Courthouse, P.O. Box 400, Rhinelander, WI 54501.

Deadline to apply is Tuesday, December 1, 2026 at 9:00 a.m.

Oneida County is an Equal Opportunity Employer

Oneida County
Job Description

Job Title: Highway Operator
Class Title: Highway Operator
Department: Highway
Reports To: Patrol Superintendent/Commissioner
FLSA Status: Nonexempt
Prepared By: Alex Hegeman
Prepared Date: January 2023
Approved By: Lisa Charbarneau
Approved Date: January 2023

SUMMARY This position performs skilled work of a varied nature involving the operation of one or more types of motorized equipment in the repair, clearing and maintaining of State, County and Township highways, roads and right-of-ways. Standard procedures are followed and work is inspected by the Patrol Superintendent. Employees may be assigned to other duties.

ESSENTIAL DUTIES AND RESPONSIBILITIES include the following:

Operates multi-purpose equipment requiring a degree of skill in operating equipment efficiently and safely including but not limited to quad axel, tandem axel, and single axel truck, grader, tractor, front-end loader, excavator, and dozer in road maintenance.

Assists in install, repair, replace and monitoring roadside traffic signals.

Performs minor repairs and preventative and routine maintenance of vehicles and equipment.

Maintain roads and highways to keep them safe and drivable.

Plow and remove snow and ice from roads and highways.

Operate and maintain various hand tools used in normal highway and road maintenance.

Flag and otherwise direct traffic in construction and repair zones.

Cut and otherwise remove and/or control roadside vegetation.

Monitor highways, roads and right of ways and report problem areas to supervisors.

Any other duty as assigned.

QUALIFICATIONS To perform this job successfully, an individual must be able to perform each essential duty 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.

Knowledge of the practices, methods and materials used in highway construction/maintenance activities and related operations.
Must be able to operate in safe and efficient manner heavy equipment including but not limited to Front end loaders, bulldozers, excavators, tractors, log trucks, and all types of dump trucks.
Must be able to operate in a safe and efficient manner a variety of hand tools including but not limited to hammers, wrenches, chainsaws, saws, sanders, shovel, brooms and routers.
Ability to work unusual hours for plowing snow and clearing ice as well as summer and winter storms at a moments notice.
Knowledge of and willingness to follow all safety rules and procedures.
Ability to stand for extended periods of time and lift up to 50 pounds.
Ability to work in extreme weather and in unpleasant conditions.
Ability to prepare and maintain accurate and complete records and reports.
Make yourself available to work weekends and holidays.

EDUCATION and/or EXPERIENCE High school degree.
Three years work experience as a Highway Maintenance Worker.
Commercial Drivers License with A, B, C and N endorsements.

LANGUAGE SKILLS Good verbal and written communication skills.

MATHEMATICAL SKILLS Good basic mathematical skills.

REASONING ABILITY Ability to evaluate situations and to make good independent decisions.

CERTIFICATES, LICENSES, REGISTRATIONS Valid Wisconsin Driver's license.
Commercial Driver's license.

PHYSICAL DEMANDS The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

While performing the duties of this job, the employee is frequently required to stand. The employee must regularly lift and/or move up to 50 pounds.

WORK ENVIRONMENT The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions. While performing the duties of this job, the employee is regularly exposed to extreme and unpleasant outside weather conditions. The noise level in the work environment is usually loud.