

**MONTGOMERY COUNTY GOVERNMENT  
ROCKVILLE, MARYLAND  
CLASS SPECIFICATION**

**Code No. 005110  
Grade 16**

**PAVEMENT MARKING LEADER**

**DEFINITION OF CLASS:**

This class of work involves leading and participating in the work of a pavement marking crew that installs, modifies, removes and repairs a variety of traffic and pedestrian pavement markings. The Pavement Marking Leader also operates small and large trucks, as necessary. Primary contacts in this class are with members of the crew to give directions, establish work assignments, answer questions and resolve problems, with supervisory and engineering personnel to receive work assignments, discuss unique pavement marking situations, make recommendations which may be at variance with engineering plans, and otherwise coordinate work efforts, and with co-workers in the immediate and related work units to exchange work-related information. Other contacts include the general public to answer their questions at job sites, and representatives of private contractors, municipalities and special taxing areas to coordinate the installation of various pavement markings such as cross walks, stop lines and centerlines. The work of this occupational class does not require an employee to provide direct public service/assistance on a one-to-one basis for a substantial amount of time.

Upon receipt of work orders, the Pavement Marking Leader is responsible for the daily planning and completion of work to be accomplished by a pavement marking crew. Work includes ordering/obtaining necessary supplies and equipment, planning, monitoring and adjusting work sequences, and recording work accomplished and materials and equipment used. The supervisor provides work assignments on a daily basis. They include engineering drawings and brief instructions, work priorities, and any known limitations/restrictions and/or unusual situations pertinent to the day's work. The Leader is expected to independently accomplish all normal, recurring work assignments with the crew led, including resolution of some field situations that should be referred to a supervisor and/or engineering personnel for assistance. The crew's work is periodically checked by the employee's supervisor upon completion for timeliness, accuracy, compliance with drawings, marking standards and other factors, but is not usually reviewed in process. The guidelines include but are not limited to work orders, technical drawings and standards, and legally required procedures for mixing, applying and disposing of paint, applying pavement markings and operating a vehicle over 26,001 pounds. Most guidelines are long standing and clearly defined and require the Leader to select and apply the appropriate standard, process or method to varying work situations. Significant deviations from established guidelines/instructions/practices are discussed with or referred to a supervisor for assistance and/or approval. The complexity of this class of work involves several factors. They include: planning, laying out and leading and ensuring correct, safe work; ensuring availability and efficient use of materials and equipment and training of crew members; and recording accurate reports of markings and materials and equipment used and work accomplished daily. The impact of the work of the Pavement Marking Leader's work is realized in clear and safe pavement markings and effectiveness of the marking crew led. Virtually all work performed by the Leader is accomplished outside in varying weather conditions which permit the application of traffic and pedestrian marking materials. Considerable physical discomfort is experienced by working with and around equipment, materials, and

passing traffic, and on asphalt and cement roadways that produce noxious odors, heat extremes, exhaust fumes, dust, dirt and other debris that must be cleared prior to accomplishing work. The hazards associated with this class of work include working in roadways with passing traffic, flammable materials and propane gas. These hazards and working conditions require continuous application of safety precautions and use of safety equipment. The physical demands of this work are significant, for the employee is continuously working with and maneuvering equipment and supplies that are heavy and bulky. Work also requires an employee to be in a standing/walking mode for extended periods of time, as well as bending, crouching and stooping, and operating equipment which requires the simultaneous use of hands, arms, legs and feet.

**EXAMPLES OF DUTIES: (Illustrative Only)**

- Leads and participates in the installation, removal, and repair of pavement markings, e.g., heated paint, cold plastic, hot plastic, and physical objects such as flex posts and raised pavement markers.
- Oversees the operation and maintenance of the pavement marking trucks and hand controlled mechanical equipment used by crew members.
- Trains crew members in current and approved work methods and the safe and efficient use of equipment and tools. Ensures that work progresses smoothly and in sequence and that crew members are productively working at all times.
- Makes measurements and determines exact locations of pavement markings in the field after interpreting approved engineering drawings; makes adjustments to meet site conditions.
- Monitors and inspects work in progress and upon completion to ensure conformance with verbal and written instructions.
- Meets at work sites with contractors and County Government engineering staff to discuss and coordinate pavement marking operations.
- Provides informal, verbal recommendations to supervisor concerning crew member promotions, transfers, awards, disciplinary actions, and other personnel related actions.
- Prepares daily record of equipment, materials and employees utilized to complete work assignments.
- Occasionally investigates citizen complaints and requests concerning pavement marking matters.
- Operates pavement marking vehicles and equipment.
- Performs related duties as required.

**KNOWLEDGE, SKILLS AND ABILITIES:**

- Knowledge of and skill in the use of all vehicles, equipment and tools used by Montgomery County Government to install, maintain and remove pavement markings.
- Knowledge of mixing, applying and properly disposing of materials such as paint, paint components and by-products.
- Knowledge, skill and ability to drive small and large vehicles and use airbrakes.
- Knowledge of and skill in effectively and safely operating and performing operator-level general inspections and preventive maintenance tasks on the vehicles/equipment assigned. This includes full performance level knowledge of the height, width, length, weight, capacities and capabilities of the assigned vehicle(s)/equipment in order to skillfully judge overhead and side clearances, turning radius, braking distance, etc., and of applicable Motor Vehicle Administration and highway regulations for safe, legal operation of the vehicles/equipment used.
- Knowledge of and skill in legally, effectively and safely rigging vehicles, loads and products for towing.

- Skill to plan, layout, lead and participate in the work of assigned personnel.
- Skill to apply work orders, drawings and plans to field situations.
- Skill to make time and material estimates and to maintain routine records and prepare straightforward reports.
- Ability and willingness to courteously and effectively work with personal contacts.

**MINIMUM QUALIFICATIONS:**

**Experience:** Three (3) years of experience involving the installation, removal and maintenance of pavement markings, two (2) years of which included the operation and maintenance of pavement marking vehicles and equipment similar to that used by Montgomery County’s pavement marking crews.

**Education:** Graduation from high school or High School Certificate of completion recognized in the State of Maryland.

**Equivalency:** An equivalent combination of education and experience may be substituted.

**Physical Ability:** Ability and willingness to perform medium and heavy manual labor tasks for extended periods of time, to use paint and other pavement marking materials, to work in and around traffic, and to wear personal protective gear and apply safety precautions.

**License:** Possession and maintenance of a valid Class B Commercial Driver’s License (CDL), with mandatory endorsements in accordance with Maryland State CDL requirements, which has never been suspended, collected or taken away by law enforcement.

**PROBATIONARY PERIOD:**

Individuals appointed to a position in this class will be required to serve a probationary period of six (6) months. Performance will be carefully evaluated during the probationary period. Continuation in this class will be contingent upon successful completion of the probationary period.

**MEDICAL EXAM PROTOCOL:** Core Exam.

**Class Established:** August 1994

**Revised:** November, 2001 (M)

July, 2006

April, 2010

May, 2011

August, 2013

October, 2014

March, 2016

April, 2016