



RALPHO TOWNSHIP STREET DEPARTMENT

JOB DESCRIPTION AND BENEFITS SUMMARY

JOB DESCRIPTION:

- Snow removal
- Leaf collection
- Road repairs
- Help maintain all Township equipment
- Buildings and grounds upkeep
- Manage safe and efficient work conditions
- Work with several governmental agencies
- Must be able to bend, stretch, lift minimum of 70 pounds, and work in inclement weather
- Must be able to work diplomatically with the public
- Miscellaneous activities and responsibilities as assigned by Township Roadmaster

BENEFITS HIGHLIGHTS (Covered by AFSCME Contract which runs through 12/31/25):

- Work schedule
 - 40 hours per week, overtime (1½ time) as needed for inclement weather, etc.
 - 9 paid holidays
 - 5 personal leave days
 - 5 sick leave days (10 days after 5 years of service), can be carried over from year to year
 - Vacation days:
 - 5 days (1 year of service), 10 days (2-5 years of service), 15 days (5-10 years of service), 20 days (10+ years of service)
- Wage information
 - Minimum starting wage: \$18/hr, negotiable based on experience and qualifications
 - New employee subject to 6-month probationary period
 - At end of 6 months, employee receives a \$1/hr increase
 - Pay raise of \$0.75/hr on 1/1/24 and 1/1/25
- Hospital and Medical Insurance
 - Available to employee and his/her eligible dependents
 - No coinsurance for employee
 - Coinsurance of \$40 biweekly for spouse/dependent coverage
- Pension provided
 - Employee contribution of 1.25% of salary
 - Pension at retirement = 1.25 x years of service x final average salary
- Clothing allowance of \$300 / year