

PART II	DEPARTMENT OF HUMAN RESOURCES DEVELOPMENT	10.280
	STATE OF HAWAII	10.282
.....		10.284
		10.286

Minimum Qualification Specifications
for the Classes:

HIGHWAY CONSTRUCTION & MAINTENANCE SUPERVISOR I, II, III, and IV
(HWY CONSTR & MTNCE SUPVR I, II, III, and IV)

Experience Requirements

Applicants must have had the kind and quality of experience described below and in the amounts shown in the following table, or any equivalent combination of training and experience:

Class Title	General Experience (years)	Specialized Experience (years)	Supervisory Experience (years)	Total Experience (years)
Hwy Constr & Mtnce Supvr I, II, III	3	1	*	4
Hwy Constr & Mtnce Supvr IV	3	1	1	5

General Experience: Any progressively responsible work experience associated with construction or maintenance projects.

Specialized Experience: Work experience which demonstrated knowledge of methods, practices, techniques, tools and equipment used in the construction, maintenance and repair of highways, roads or similar surfaces and structures such as culverts, catch basins, retaining walls, guardrails and driveways; occupational hazards and safety precautions applicable to highway construction and maintenance work.

Concurrently with, or in addition to, the General or Specialized Experience above, applicants for Highway Construction and Maintenance Supervisor I, II, III and IV must have demonstrated some familiarity with BC-09, 10 or 11 equipment, consistent with the level for which the applicant applied.

Supervisory Experience: Work experience supervising the work of equipment operators and laborers (performing construction, maintenance and repair work) which included: 1) planning, organizing, scheduling, and directing the work of others; 2) assigning and reviewing their work; 3) advising them on difficult work problems; 4) training and developing subordinates; and 5) evaluating their work performance.

*For the Highway Construction and Maintenance Supervisor I, II and III levels, applicants must possess supervisory aptitude. Supervisory aptitude is the demonstration of aptitude or potential for the performance of supervisory duties through

successful completion of regular or special assignments which involve some supervisory responsibilities or aspects of supervision, e.g., by serving as a group or team leader; or in similar work in which opportunities for demonstrating supervisory capabilities exist; or by the completion of training courses in supervision accompanied by application of supervisory skills in work assignments; and/or by favorable appraisals by a supervisor indicating the possession of supervisory potential.

Quality of Experience

Possession of the required number of years of experience will not in itself be accepted as proof of qualification for a position. The applicant's overall experience must have been of such scope and level of responsibility as to conclusively demonstrate that he/she has the ability to perform the duties of the position for which he/she is being considered.

License Required

Applicants must possess a valid license to drive in the State of Hawaii.

Selective Certification

Specialized knowledge, skills and abilities may be required to perform the duties of some positions. For such positions, Selective Certification Requirements may be established and certification may be restricted to eligibles who possess the pertinent experience and/or training required to perform the duties of the position.

Agencies requesting selective certification must show the connection between the kind of training and/or experience on which they wish to base selective certification and the duties of the position to be filled.

Tests

Applicants may be required to qualify on an appropriate examination.

Physical and Medical Requirements

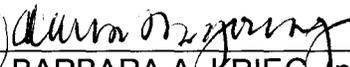
Applicants must be able to perform the essential duties and responsibilities of the position effectively and safely, with or without reasonable accommodation.

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This is an amendment to the minimum qualification specifications for the classes HIGHWAY CONSTRUCTION and MAINTENANCE SUPERVISOR I, II, III, and IV, which were approved on February 25, 1983.

DATE APPROVED: 2/15/2012



BARBARA A. KRIEG, Interim Director
Department of Human Resources Development