

Kansas Department of Transportation

The Kansas Department of Transportation (KDOT) delivers transportation that keeps Kansas moving forward. Our employees are our most valuable resource. We depend on our employees and business partners to get the job done. KDOT strives to provide a work environment that motivates people and encourages them to be productive. KDOT is a great place to work, so come be part of our team!

Compensation:

Highway Maintenance Worker Trainee

- **Base Annual Salary:** \$40,872.00
- **Base Hourly Pay:** \$19.65

Highway Maintenance Worker Trainee – Class B CDL

- **Base Annual Salary:** \$41,870.40
- **Base Hourly Pay:** \$20.13

Highway Maintenance Worker Trainee – Class A CDL

- **Base Annual Salary:** \$42,806.40
- **Base Hourly Pay:** \$20.58

Position Summary:

The Highway Maintenance Worker Trainee positions located throughout Kansas provide employees with supervised on-the-job training in the operation of mechanical tools and light to heavy equipment used to maintain highways, rights-of-way, roads, facility grounds and related areas. Assignments are selected to provide sequential experience in practical applications of training that have been provided in controlled settings. The work that is assigned will begin with closely supervised, specific routine tasks and will progress in difficulty and independence of performance until equal to the tasks that are considered full-performance Highway Maintenance work.

Upon successful completion of the training period and required qualifications, this position will advance to Highway Maintenance Worker I, with eligibility to participate in the Highway Maintenance Worker progression program.

Job Responsibilities may include but are not limited to the following:

- Operates KDOT equipment including trucks, mowers, loaders.
- Performs manual work associated with the maintenance of highway systems: Including, but not limited to, erecting and replacing signs, erecting fence and guardrail, painting, patching, loading or unloading supplies, servicing rest areas, and litter pickup.
- Receives training in operation and maintenance of equipment, and highway repair methods and procedures.
- Services equipment.
- Performs other related work as assigned, such as emergency operations during snow and ice control operations.
- Due to the nature of the work, this position may/will be required to work additional hours when needed, including nights and weekends. Additional hours will be assigned by the supervisor depending upon the needs of the agency.

[View the full position description](#)

Minimum Qualifications:

- Highway Maintenance Worker Trainee:
 - Valid Driver's License at the time of appointment
- Highway Maintenance Worker Trainee – B:
 - CDL Class B license with tanker and air brake endorsements
- Highway Maintenance Worker Trainee – A:
 - CDL Class A license with tanker and air brake endorsements

Equal Employment Opportunity

The State of Kansas is an Equal Opportunity Employer. We value diversity, equity, and inclusion as essential elements that create and foster a welcoming workplace. All qualified persons will be considered for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, age, political affiliation, disability, or any other factor unrelated to the essential functions of the job.

If you wish to identify yourself as a qualified person with a disability under the Americans with Disabilities Act and would like to request an accommodation, please address the request to the agency recruiter.