

**COLUMBIA COUNTY CIVIL SERVICE COMMISSION**  
**401 STATE ST., HUDSON, NEW YORK 12534**  
**Phone: 518-828-6622**  
**www.columbiacountyny.com**

*Please Post Conspicuously*



Issue Date: 1/11/24  
County #3532

Columbia County Civil Service Commission announces  
an open competitive (*open to the public*) examination for:

**Road Foreman**  
**#86730**

This exam will be administered on a promotional basis also.  
Promotional list will be utilized before the open competitive list.  
Administration of an exam does not imply a vacancy exists

**Date of Examination:** April 13, 2024

**Last Filing Date:** March 6, 2024

**Filing Fee:** Fee for this examination is \$15.00  
PERSONAL CHECKS ARE NO LONGER ACCEPTED  
(See reverse side for instructions)

**Residency:** Candidates must be a resident of Columbia, Dutchess, Ulster, Greene, Albany or Rensselaer County for four (4) months prior to the date of the exam.

**\*\*Preference in appointment may be given to residents of each civil division (Civil Service Law 23.4)**

**Location:** To be announced.

**Vacancy:** The eligible list from this examination will be used to fill vacancies as they occur in the **Columbia County Department of Public Works**.

**Salary:** \$62,867.00

**Duties:** The work involves the direction of the construction and maintenance of roads. It requires supervision of motor equipment operators and other highway employees in the construction and maintenance of roads. Supervision is received from the Assistant General Foreman, Assistant Director of Highways and Director of Highways. Does related work as required. Typical Work Activities (Illustrative only): Supervises the construction of gravel, macadam, asphalt or concrete roads; Supervises excavation, grading, drainage, and embankment projects; Supervises the patching and repairing of existing roads; Supervises the cleaning of ditches, culverts and basins; Plans and directs the cleaning, painting and general maintenance of road equipment and real property; Maintains work and time logs for all projects; Supervise road crews as they undertake snow & ice operations; Prepares reports as necessary. Full Performance, Knowledges, Skills, Abilities and Personal Characteristics: Thorough knowledge of modern road construction and maintenance methods and procedures; thorough knowledge of the use of road construction and maintenance equipment; ability to understand and to carry out oral and written instructions; ability to understand blueprints; ability to organize the work of others; leadership; accuracy; honesty; sobriety; courtesy and tact with the public; physical condition commensurate with the demands of the position.

## GENERAL INSTRUCTIONS TO CANDIDATES

Applications may be obtained from Columbia County Civil Service, 401 State St., Hudson, NY 12534 Phone: 518 828-6622. Applications will be accepted for filing during **OFFICE HOURS ONLY** Monday – Friday 8:00 am – 4:00 pm or via United States Postal Service Mail...Applications postmarked on the last filing date will be accepted. **Applications received/postmarked after the last filing date will not be accepted, including those sent via Columbia County inter office mail. Faxed Applications will not be accepted.**

**Note:** Sabbath observers/disabled persons/military members: If special arrangements for testing are required, indicate this on your application form.

**VETERANS CREDITS:** Disabled and non-disabled veterans who establish their eligibility for additional credits and are successful in the exam are entitled to have 10 and 5 points respectively (5 and 2 ½ points of credits in the case of promotional examination), added to their earned scores provided they have not used such credits to obtain permanent appointment or promotion. You will be allowed the option of waiving these credits after the completion of the examination. Effective 1/1/98 the State Constitution was amended to permit a candidate currently in the armed forces to apply for and be conditionally granted veteran's credit in exams. Any candidate who applies for such credit must provide proof of military status to receive the conditional credit. No credit may be granted after the establishment of the list. It is the responsibility of the candidate to provide appropriate documentary proof indicating that the service was in time of war, as defined in Section 85 of Civil Service Law and that the candidate received an honorable discharge or was released under honorable conditions in order to be certified at a score including veterans' credit.

"In conformance with section 85-a of the Civil Service Law, children of firefighters and police officers killed in the line of duty shall be entitled to receive an additional ten points in a competitive examination for original appointment in the same municipality in which his or her parent has served. If you are qualified to participate in this examination and are a child of a firefighter or police officer killed in the line of duty in this municipality, please inform this office of this matter when you submit your application for examination. A candidate claiming such credit has a minimum of two months from the application deadline to provide the necessary documentation to verify additional credit eligibility. However, no credit may be added after the eligible list has been established."

**RESIDENCY REQUIREMENTS:** Candidates must be a resident of Columbia County at the time of exam and for four months prior to the date of the examination, unless otherwise stated on the front of the announcement. Preference in appointment may be given to Columbia County residents or residents of each civil division. (CS Law Section 23.4) when opened to contiguous counties. It is the responsibility of the candidate to file a Change of Address Notification Form (available @ Civil Service or @ [www.columbiacountyny.com](http://www.columbiacountyny.com) and all supporting documentation as necessary. Information provided will be reviewed at a monthly commission meeting. Date of address change on Eligible list will be effective the date of the commission meeting after information has been reviewed. No attempt will be made to locate candidates who have moved.

**RATING & REVIEW:** Unless the announcement states otherwise, this written examination is being prepared and will be rated by NYS Civil Service in accordance with Section 23-2 of the Civil Service Law. The provisions of the NYS Civil Service Rules and Regulations dealing with preparation and the rating of exams will apply to this written examination.

**TRANSCRIPTS:** Whenever college transcripts or diplomas are required, they should be submitted with the application for the examination.

**EXAM NOTICES:** The Commission does not acknowledge receipt of the application, but all applicants will be notified of the disposition of their application. Approved candidates will be notified at least four days in advance of the place, date and hour of the examination. Every candidate should bring his/her Social Security Number to the exam. Do not interpret a notice to appear for the exam to mean that you have been found to meet fully the announced requirements. Applicants are admitted to the exam on the basis of statements made in the application. These statements may not be reviewed and/or verified until after the exam has been held. At that time those candidates not meeting the requirements will be disqualified. Candidates who are disqualified after taking the exam will not receive a score. If you have not received a notice to appear for the written test three days before the date of the test, you should call 828-6622.

**CALCULATORS:** Unless otherwise notified, candidates are permitted to use quiet, hand-held, solar or battery powered calculators. Devices with typewriter keyboards, Spell Checkers, Personal digital assistants, address books, language translators, dictionaries, cell phone calculators or any similar devices are prohibited.

**ELIGIBLE LIST:** The lists established as a result of examinations will remain in existence for a minimum of one (1) year maximum of (4) four years. When an Eligible List has been in existence for less than one year and a new list for the same position or group of positions is established, the names of the persons remaining on the old list shall have preference in certification over the new list until such old list is one year old. Changing conditions may make it advisable to certify to future vacancies at higher or lower salaries than announced.

**FILING FEES:** A filing fee, as indicated on the front, will be required at time of application. Please write the examination no. and your social security no. on your money order, certified or bank check. Please be advised that NO REFUNDS will be made, therefore, you are urged to compare your qualifications carefully with the requirements for admission and file only for those exams for which you are qualified. **MAKE MONEY ORDERS/BANK OR CERTIFIED CHECKS PAYABLE TO: Columbia Co. Treasurer & mail to Civil Service with your application. Cash is accepted (exact change is preferred).** **PERSONAL CHECKS WILL NO LONGER BE ACCEPTED.** Credit Cards are accepted, when paying in person, with a 2.35% charge plus an additional dollar..

**APPLICATION WAIVER FEE:** A waiver of application fee will be allowed if you are unemployed and primarily responsible for the support of a household. In addition, a waiver of application fee will be allowed if you are determined eligible for Medicaid, or receiving Supplemental Security Income payments, or Public Assistance (Temporary Assistance for Needy Families/Family Assistance or Safety Net Assistance) or are certified Job Training Partnership Act/Workforce Investment Act eligible through a State or local social service agency. **All claims for application fee waiver are subject to verification. If you can verify eligibility for application fee waiver, complete a "Request for Application Fee Waiver and Certification" form and submit it with your application by the close of business on the Application Deadline as listed on the Examination Announcement. Copies of the Application Fee Waiver and Certification forms are available at the Civil Service Office, 401 State St., Hudson, NY 12534 (518) 828-6622 or on our web site at [www.columbiacounty.ny.com](http://www.columbiacounty.ny.com).**

**MULTIPLE EXAMINATIONS SCHEDULED FOR THE SAME DAY:** If you have applied to take a written test announced by either one or several local jurisdictions (county, town, city) scheduled to be held on the same test date as this written test, you must notify each of the local jurisdictions no later than two weeks before the test date, so they can make arrangements for taking all tests at one test site. All examinations for positions in State government will be held at a State examination center. If you need an alternate test date, see Alternate Test Date Policy @ [www.columbiacounty.ny](http://www.columbiacounty.ny) or call this office at (518) 828-6622 prior to the examination.

**MINIMUM QUALIFICATIONS:** A candidate must meet the qualifications on or before the last filing date.

**NOTE:** Your degree must have been awarded by a college or university accredited by a regional, national, or specialized agency recognized as an accrediting agency by the U.S. Department of Education/U.S. Secretary of Education. If your degree was awarded by an educational institution outside the United States and its territories, you must provide independent verification of equivalency. A list of acceptable companies who provide this service can be found on the Internet at <http://www.cs.ny.gov/jobseeker/degrees.cfm>. You must pay the required evaluation fee.

**SPECIAL REQUIREMENT FOR APPOINTMENT IN SCHOOL DISTRICTS & QUESTAR III:** Per Chapter 180 of the Laws of 2000, and by Regulations of the Commissioner of Education, to be employed in a position designated by a school district or Questar III as involving direct contact with students, a clearance for employment from the State Education Department is required.

**BACKGROUND INVESTIGATION:** Applicants may be required to undergo a State and national criminal history background investigation, which will include a fingerprint check, to determine suitability for appointment. Candidate may be responsible for fees associated with such an investigation. **Failure to meet the standards for the background investigation may result in disqualification.**

**NOTE:** Evaluation of foreign post secondary education is required. Please ask for a listing of private/not-for-profit agencies who evaluate foreign credentials. You must obtain an independent evaluation of your education to verify the equivalency of same to the minimum qualifications. This must be presented with your application at time of filing.

## **Minimum Qualifications: (ON OR BEFORE LAST FILING DATE):**

Graduation from high school or possession of a high school equivalency diploma and five years of experience in the methods of construction and maintenance of roads, at least three years of which shall have involved the operation of construction equipment used in such work.

**OR**

An equivalent of training and experience as defined above.

**SPECIAL REQUIREMENT:** Eligibility for a valid appropriate license issued by the NYS Dept. of Motor Vehicles. (Chauffeurs Drivers License required for County positions) Possession of drivers license at the time of appointment and throughout time of employment.

**Series Name:** Public Works

**Subjects of Examination:** A test designed to evaluate knowledge, skills and /or abilities in the following areas:

### **Highways, Drainage Facilities, Related Structures, and Snow and Ice Control**

These questions test for knowledge of practices and materials used in the maintenance and repair of highway-related structures and may include such areas as roadway surfaces, shoulders, embankments, drainage materials, guide rails, highway maintenance equipment, and ice and snow removal and control.

### **Operation and Preventative Maintenance of Automobiles, Trucks, and Heavy Equipment**

These questions test for knowledge of the terminology, troubleshooting techniques, and proper procedures used in the maintenance and operation of motorized vehicles and equipment used in various types of public works projects.

### **Safety Practices**

These questions test for knowledge of and the ability to apply safety principles related to public works construction zones, including traffic control, safe use of equipment, and the overall safety of workers, the traveling public, and the work environment.

### **Plans, Specifications, and Technical Instructions**

These questions test for the ability to understand, analyze, and perform computations based on technical drawings and written presentations related to public works projects. All the information needed to answer the questions will be provided in the written material and/or drawings.

### **Supervision**

These questions test for knowledge of the principles and practices employed in planning, organizing, and controlling the activities of a work unit toward predetermined objectives. The concepts covered, usually in a situational question format, include such topics as assigning and reviewing work; evaluating performance; maintaining work standards; motivating and developing subordinates; implementing procedural change; increasing efficiency; and dealing with problems of absenteeism, morale, and discipline.

The New York State Department of Civil Service has not prepared a test guide for this examination. However, candidates may find information in the publication 'General Guide to Written Tests' helpful in preparing for this test. This publication is available on line at: <https://www.cs.ny.gov/testing/testguides.cfm>.

**Use of calculators is RECOMMENDED**

**COLUMBIA COUNTY - AN EQUAL OPPORTUNITY EMPLOYER**