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**Federal Wage System  
Job Grading Standards**



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**FEDERAL WAGE SYSTEM  
JOB GRADING  
STANDARD  
FOR  
ASPHALT WORKING,  
3653**



**Workforce Compensation  
and Performance Service**



# ASPHALT WORKING, 3653

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## **WORK COVERED**

This standard is used to grade all nonsupervisory jobs involved in maintenance, repair, and construction of roads, pavements, parking areas, or similar surfaced areas of asphalt.

## **WORK NOT COVERED**

Jobs involving primary responsibility for the operation of automotive equipment such as road rollers, graders, and trucks are not covered by this standard.

## **TITLES**

Jobs covered by this standard are to be titled *Asphalt Worker*.

## **GRADE LEVELS**

This standard does not describe all possible levels at which jobs might be established. If jobs differ substantially from the skill, knowledge, and other work requirements described in the grade levels of the standard, they may warrant grading either above or below those grades.

**3653-5****ASPHALT WORKER, GRADE 5****3653-5**

*General:* Grade 5 asphalt workers receive assignments from a higher grade worker or supervisor in the form of oral or written instructions in working on the construction, maintenance, and repair of roads, parking areas, walkways, drainage ditches, and curbs. When they work as a member of a crew, detailed guidance or assistance is available to them covering work to be done and methods to be used. On minor repair jobs, they are given detailed instructions on material and tools to be used and work to be accomplished.

*Skill and Knowledge:* Grade 5 asphalt workers must be familiar with the basic techniques and procedures of working with asphalt. In completing minor repair jobs, they must be able to remove worn or damaged asphalt, square out holes; prepare subsurface by filling, packing, and leveling; and fill holes with cold mix. They must have the ability to clean out and refill expansion joints in either asphalt or concrete paving, using crack sealer and prescribed compounds. On larger construction or repair projects, they must be able to assist higher grade workers in preparing subsurface and spreading and leveling material.

They must be able to use a variety of handtools such as rakes, shovels, airhammers, chisels, pickaxes, and tampers. They must have the ability to operate an asphalt heating kettle by adjusting heat to maintain asphalt in fluid condition. They must be able to assist a higher grade worker in operating slag spreaders.

*Responsibility:* Grade 5 asphalt workers receive instructions from either a higher grade worker or from a supervisor when performing simple tasks such as patching or small repair jobs. Their instructions include detailed guidance as to the job to be done and materials and tools to be used. Their work is checked during progress and upon completion for quality and conformance to instructions. When working as a member of a crew on large construction and repair jobs, they are provided detailed guidance and assistance by higher grade workers or a supervisor.

*Physical Effort:* Asphalt workers frequently lift up to 18 kilograms (40 pounds) and occasionally lift shipments weighing up to 36 kilograms (80 pounds). They are normally required to stand, walk, and bend while performing assigned duties. They must exert considerable physical effort while using pickaxes or airhammers to remove damaged pavement.

*Working Conditions:* At this level, the asphalt workers work outside in all kinds of weather. They are frequently exposed to dust and dirt while working with asphalt, sand, and other materials. They are subject to cuts and bruises and are exposed to the danger of falls while working on moving equipment.

**3653-7****ASPHALT WORKER, GRADE 7****3653-7**

*General:* The work at this grade, in comparison with work at the grade 5 level, involves a more comprehensive knowledge of asphalt work to plan work methods and sequences, lay out the work, determine how to prepare subsurfaces, select materials and proper tools, and accomplish construction or repair to meet accepted trade practices

Grade 7 asphalt workers work from oral instructions, blueprints, work orders, and rough sketches. The supervisor checks the work only to see that it meets trade standards.

*Skill and Knowledge:* In comparison with the grade 5 level, grade 7 asphalt workers must have a greater knowledge of the techniques of constructing and repairing asphalt surfaces to accomplish more difficult work. In addition to grade 5 level tasks, such as patching or small repair jobs, they must be able to construct asphalt pavements, parking areas, walkways, and other similar surfaces. They must know how to obtain a firm foundation and be able to prepare subsurfaces prior to laying asphalt. They must be skilled in applying and leveling gravel, crushed stone, sand, or other aggregates to the proper thickness for the subsurface and in applying sealer. They must be able to lay asphalt (hot or cold mix) to the required grade and thickness. They must be skilled in shaping curbs and drainage ditches, and in curing asphalt with sealers.

The asphalt workers must be skilled in completing repairs to damaged asphalt surfaces. After cutting and removing worn or damaged asphalt, they follow standard practices to repair the damage. For example, if the damage resulted from a faulty foundation, they must insure that the subsurface is removed and replaced with material that will provide a firm foundation. They must be able to complete repairs so that the repaired area is level with the surrounding area.

In addition to the kinds of applications described at the grade 5 level, the grade 7 asphalt workers must be able to operate an asphalt paving machine in laying asphalt or a road roller in packing asphalt. They also must have the ability to operate a slag spreader mounted on a dump truck to spread slag evenly over a roadway. They must have the ability to use equipment to spray surfaces with asphalt oil penetrant or seal.

*Responsibility:* The grade 7 asphalt workers receive assignments from the supervisor either orally or through written work orders. In comparison with the detailed guidance and instructions received at the grade 5 level, the grade 7 asphalt workers have greater responsibility in reviewing the work to be done, determining material and tools to be used, and selecting work methods or processes necessary to complete the work. They must determine when the subsurface and asphalt have been sufficiently compacted, contoured, and sealed. Completed work is spot-checked by supervisor for adequacy and conformance to requirements.

*Physical Effort:* The physical effort is similar to that described at the [grade 5 level](#).

*Working Conditions:* The working conditions are similar to those described at the [grade 5 level](#).