

MEMORANDUM

TO: Members of Pennsylvania General Assembly
From: Miranda S. Martin, Director, Talent Management Office
Date: June 22, 2026
RE: PennDOT 2026-2027 Winter Maintenance Program

As in years past, PennDOT will sponsor a Winter Maintenance Program (WMP). This program runs from September through April to supplement the permanent workforce, and we are writing to request recommended qualified candidates.

Attached to this memo are the various job descriptions for the WMP. All Transportation Equipment Operator (TEO) and Diesel Mechanic candidates are subject to the Federal Motor Carrier Regulations that require pre-employment drug testing and random drug and alcohol tests (if employed). In addition, all TEO and Diesel Mechanic candidates must successfully complete a driving skills test that will be administered during the interview process.

Because these employees perform an important public safety function, we need to make certain that PennDOT has sufficient time to process, evaluate, and recruit for this program. Please forward one list of recommended qualified candidates that is prioritized and ranked to The Office of Administration, Bureau of Talent Acquisition, at penndotwinter@pa.gov. Within the email, include the candidate's name, county of residence, and job title for which they are applying. **All recommendations must be received by Friday, July 10th.**

In addition to sending your recommendations, please advise interested candidates that they must apply online at www.employment.pa.gov by visiting the [PennDOT Winter Maintenance Program posting](#). This is an informational job posting that cannot be applied to directly. To apply, job seekers must click on the hyperlink to specific postings based on the job title to which they want to apply. Please note that all counties will be listed in the postings; however, not all job titles will be available in every county. Availability is based on operational need and may vary as the season continues. Additional job openings may become available throughout the season and will be posted on the employment website. Job titles that may also be available are: Custodial Worker 1, Highway Maintenance Worker, Tunnel Maintainer, Welder, and Stock Clerk 1. These job titles will have limited use across the Commonwealth.

All Winter Maintenance Program postings can be found within the Open Jobs section of the employment website. The technical support line is 717-787-7811. All recommended candidates, *excluding those who elected to be placed on leave without pay at the conclusion of last year's winter program*, must complete the online application to be considered for employment. Due to the online application process, there is no need to submit additional paperwork. Feel free to copy the link above and send it to your interested candidates.

Thank you for your cooperation and recommendations.

Attachment

cc: TJ Yablonski, Secretary of Intergovernmental Affairs

2026-2027 PennDOT Winter Maintenance Program

The Department of Transportation sponsors an extensive Winter Maintenance Program (WMP) for temporary equipment operators, mechanics, tradesman helpers, and additional classifications. The WMP runs from September through April to supplement the permanent workforce.

Winter CDL Equipment Operators

Transportation Equipment Operators A (TEOA) - Hourly rate: \$23.46

TEOAs are hired in most of Pennsylvania's 67 counties. Most TEOAs are hired full-time during the winter months to assist with snow removal; some TEOAs are hired on a part-time on-demand basis. Candidates must possess a valid PA Class A or B Commercial Driver's License (CDL) with the Air Brake restriction lifted (L); experience in the operation and maintenance of single-chassis trucks and the operation of highway construction and maintenance equipment such as rollers, tractor-maintainers, and front-loaders or hi-lifts is preferred; OR have graduated from a CDL training school; OR have successfully completed the Transportation Equipment Operator Trainee Program. All candidates will be subject to a driving skills test as part of the interview process. The majority of these tests will be conducted on vehicles with manual transmissions. Selected candidates will need to successfully complete a one-week standard, temporary certification program for trucks and loaders. TEOAs will be required to obtain the Tanker Vehicle (N) endorsement after being hired; possession of the Tanker Vehicle endorsement is not a requirement to be hired.

Winter Mechanics (Diesel & Automotives Mechanics)

Diesel and Construction Equipment Mechanics (DCEM) - Hourly rate: \$28.94

DCEMs are hired in many counties to assist with the maintenance and repair of a wide variety of construction equipment and diesel-powered vehicles. Candidates must possess both a PA Official Motor Vehicle Inspection Mechanic Certificate and a valid PA Commercial Driver's License (CDL) appropriate to the types of equipment being inspected and operated. In addition, candidates must possess two years of journey-level mechanical experience in the diagnosis and repair of automobiles, heavy trucks, or construction equipment, which includes one year of experience in the diagnosis and repair of diesel vehicles or equipment; OR have successfully completed the Diesel and Construction Equipment Mechanic Trainee Program. DCEMs will be required to obtain the Tanker Vehicle (N) endorsement after being hired; possession of the Tanker Vehicle endorsement is not a requirement to be hired.

Automotive Mechanics - Hourly rate: \$25.47

Automotive Mechanics are hired in some counties to assist with the maintenance and repair of vehicles, equipment, and parts. Candidates must possess a PA Official Motor Vehicle Inspection Mechanic Certificate and a valid PA Driver's License of the class appropriate to the vehicles operated and used by the hiring agency. In addition, candidates must possess four years of experience in the automotive mechanic trade; or have completed an approved apprenticeship.

Winter Trades Positions (Tradesman Helpers & Semi-Skilled Laborers)

Tradesman Helpers - Hourly rate: \$18.83

Tradesman Helpers are hired in several counties to assist the mechanics with the repair of equipment. No previous experience is required.

Semi-Skilled Laborers - Hourly rate: \$18.83

Semi-Skilled Laborers act as mechanic's helpers to assist with building maintenance as well as perform small repairs such as lubrication jobs, light repairs and tire changes, cleaning, and painting equipment. This position requires one year of experience in laboring work including the use of tools and equipment used in maintenance or construction. Certain positions may require possession of a valid PA non-commercial Class C Driver's License.

Winter Dispatchers

Radio Dispatchers (Clerical Assistant 1) – Hourly rate: \$17.73

Radio dispatchers are hired in many counties to operate the radios to dispatch operators during snowstorms and perform other various clerical functions throughout the season. Many of these positions are night shift work. Candidates must possess the required knowledge and abilities.

ADDITIONAL INFORMATION

Although all counties are listed in the postings, not all job titles will be available in every county. Availability is based on operational need and may vary as the season progresses. Employees may be required to work off hours or night shifts and will NOT receive benefits. However, after 750 hours of working in a calendar year, employees will accumulate vacation and sick leave. As permanent vacancies arise, they are posted within the county. Temporary employees (either currently working or with less than a one-year break in service) will have the right to bid and be selected for permanent vacancies that occur in the same or lower-level classification within the class series within the seniority unit. Selections will be made in accordance with existing union contract requirements. All potential candidates for TEOA and mechanic classifications are subject to the Federal Motor Carrier Regulations that require pre-employment drug test and random drug and alcohol tests (if employed). In addition, candidates' driver's records will be checked for verification of license information and to ensure that their Medical Examiner's Certification is current.

ESSENTIAL DUTIES

TEOAs, Mechanics, and Tradesman Helpers - Employees may be required to perform outdoor work and have periods of heavy exertion. Employees work under a variety of adverse weather conditions such as extreme cold, heat, rain, wind, snow, or ice; exposure to greases, petroleum products and fumes, solvents, welding products, and fumes; potential injuries include bruises, cuts, scrapes, sprains, and strains. Duties require repetitive actions and motions such as grasping, reaching, twisting, pushing, and pulling. Employees may be required to understand and follow verbal and written instructions, lift and carry various items, and observe and react to hazard warnings, back-up alarms, flashing lights, voice commands, and hand signals. In addition, employees may be required to wear appropriate protective gear (hard hats, protective shoes, aprons, gloves, and/or eye wear), be able to use shovels to dig or spread material, and use rakes, hammers, picks, chain saws, wrenches, jackhammers, levels, trowels, and screwdrivers.

HOW TO APPLY

Visit www.employment.pa.gov. Once on the website, click on "Search Jobs" and then select amongst the following postings to apply: [Winter Maintenance Program Posting](#) which includes links to job specific postings. Internet access is provided by most public libraries and PA CareerLink sites. Locate the nearest PA CareerLink site to you at their [website](#) or call 717-787-5703 if you need assistance finding a local PA CareerLink site.