

JOB TITLE: SEASONAL LABORER



Department: Road and Bridge
Supervisor: Foreman
Supervision Exercised: None
Exempt Status: Hourly
Benefits Eligibility Status: Non-Eligible
BOCC Approval: 11/19/2021

SUMMARY

Performs a variety of work related to general labor associated with the construction and maintenance of roads. Primarily assists by mowing, shoveling, sweeping, operating equipment like roller, street sweeper, compactor, chain saw, backhoe, etc. to complete road and bridge projects.

Work is recurring with occasional variances from the norm, requiring a low degree of complexity operating with safe work practices for road construction. Incumbent works under clear direction with regular supervision. Impact of this position is typically limited to the assigned project where most mistakes will be controlled and corrected without grievous results. Communicates regularly with coworkers and supervisors. Work is typically performed in an outdoor setting with regular exposure to inclement weather conditions, safety hazards created by traffic, and other uncomfortable conditions. Work generally involves low stress due to the work performed but may have intermittent periods of high stress brought on by working long hours on continuous days. Typically requires travel that takes place primarily within the County limits.

ESSENTIAL FUNCTIONS

The essential functions include, but are not limited to, the following duties and responsibilities which are not listed in any particular order of priority and may be amended or added to by the County at any time:

- Clears work area by picking up trash, removing weeds and shrubs, cutting down trees, removing large items by digging, operating street sweeper, and other items that may be in the way of a project.
- Assists in loading materials to take to projects such as signs, culverts, tools, equipment, etc.
- Assists in placement of culverts, directing placement, ensuring proper connections, etc.
- Assists in making sure that grading and placement of road base materials is in accordance with supervisor's instructions, removing high areas, checking grades, and material removal.
- Assist in placement of materials, operating compactor, street roller, etc.
- Establishes other signs used for warning drivers of upcoming road hazards.

SECONDARY FUNCTIONS

- Serves in on-call status for off-hours or overtime work.
- Fills in for Traffic Control Specialist (Flagger) as assigned or as needed. (see Flagger Description)
- Those with a Commercial Driver's License (CDL) may be asked to operate Heavy Equipment.
- Performs all other duties as assigned.

JOB SPECIFICATIONS

- Sufficient combination of knowledge, skills and abilities so as to competently perform the essential functions of the job. High school diploma or equivalent required.
- Though no specific work experience is required, one-year experience working with construction in a road crew is highly preferred.
- Must possess proof of Idaho State Certification for Traffic Control.
- Must possess a current driver's license valid in the state of Idaho required. If a person has a Commercial Driver's License (CDL) the person will start at step two in the range, as an experience laborer.
- Ability to read, understand and use a variety of maps and signs used in the direction of traffic.
- Ability to carry out instructions in written, oral, or diagram form.
- Ability to be on call as needed for additional road construction responsibilities during afterhours and weekends.
- Ability to read and comprehend regular instructions as well as safety rules, maintenance instructions, etc.
- Ability to communicate effectively, both orally and in writing.
- Ability to develop and maintain harmonious working relationships with others, both inside and outside the organization.
- Basic knowledge of computer operation.

PHYSICAL ABILITIES & WORKING CONDITIONS

Ability to perform those physical activities necessary to complete the essential functions of the job, either with or without reasonable accommodation. Requires regular exposure to inclement conditions and temperature as incumbent performs job in an outdoor setting for much of the time. Work involves regular exposure to hazards as represented by oncoming traffic. Requires standing, hearing, grasping and repetitive motions; regular communication with others (hearing and talking, both in person and over the telephone or radio); regular pulling, lifting and holding 25 pounds; frequent fingering, grasping, walking, and repetitive motions. Ability to operate equipment, chain saw, roller, sweeper, compactor, etc. Frequent climbing, reaching, feeling, standing, and all other physical actions needed to perform the essential functions of the job. Requires good general vision.

Disclaimer: This job description is not an employment agreement or contract, and management reserves the right to modify it when necessary.

I have reviewed and agree this Job Description accurately reflects the current responsibilities of my position. I also acknowledge that it will be placed in my Personnel File.

Signature: _____ Date: _____

Please Print Name: _____