

POSITION DESCRIPTION

Title: Laborer
Department: Highway Department
Job Analysis: January 2013, **March 2020**

Note: Statements included in this description are intended to reflect in general the duties and responsibilities of this classification and are not to be interpreted as being all inclusive. The employee may be assigned other duties that are not specifically included.

Relationships

Reports To: Assistant Area Supervisor, Area Supervisor, **Maintenance Engineer**, County Engineer
Subordinate Staff: None
Internal Contacts: Members of work group
External Contacts: General Public
Status: Classified/Non-Exempt (E)

Job Summary

Performs routine manual labor which does not require a high degree of skill. May also drive/operate trucks, light tractors or other equipment while in a training status. In most cases, works under immediate direction of an employee of higher grade or a foreman.

Job Domains

A. Manual Labor

1. Uses chain saw to cut trees from right-of-way.
2. Uses ax, bush ax, banjo blade to clear brush.
3. Loads and unloads trucks of soil, construction materials, and supplies.
4. Shovels asphalt, cinders, rocks, soil and other materials.
5. Installs and cleans drain pipes.
6. Patches pot holes.
7. Picks up and piles brush, refuse and other materials.
8. Directs traffic at job sites.
9. **Performs work around and under bridges.**
10. Mows grass, prunes shrubs, rakes grass and removes trash from county property.

11. Performs related manual labor as required.
12. Installs traffic signs for public safety.
13. Required to wear uniforms as directed by County Engineer.

B. Equipment Operation and Maintenance

1. May perform maintenance operations with trucks and light tractors.
2. May drive or operate equipment or vehicles as directed by supervisor while in a training status.

Knowledge, Skills, and Abilities

1. Skills to communicate information to supervisor or co-workers.
2. Skills to follow verbal instructions.
3. Basic skills in the operation, maintenance and safe use of trucks and light tractors.
4. Knowledge of traffic regulations.
5. Knowledge of safety rules, including accident causes and prevention.
6. Skills to complete routine forms and records.
7. Knowledge of County policies, procedures and rules.

Physical Characteristics

1. See well enough to operate machinery safely.
2. Hear well enough to follow directions from Supervisors.
3. Use of hands and fingers to perform manual work.
4. Physical dexterity sufficient to operate lever, gears, shovels, etc.
5. **Body mobility to bend, stoop, move about and perform manual labor in an outdoor environment.**
6. **Ability to stand and work outdoors all day at all times of year.**
7. **Must be able to lift up to 50 pounds.**

Other Characteristics

1. Willing to work overtime and weekends in emergencies or when required.

Minimum Qualifications

1. **Have a valid Alabama driver's license and be insurable by the County's insurance standards. (Commercial Driver's License required for promotion.)**