

TALLADEGA COUNTY COMMISSION



POSITION: LABORER
DEPARTMENT: Highway
STEP / GRADE: E / 1 (depending on qualifications)
FLSA: Non-Exempt

OVERVIEW:

This position is responsible for the cleaning and maintenance of the highways. The person in this position must have excellent work attendance and dependable work transportation. 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. Work is evaluated through observation while work is in progress and by inspection of completed assignments.

ESSENTIAL DUTIES:

Under the supervision of the general Superintendent, performs the following duties:

- Install and remove pavement markings and delineators
- Participate in the assembly and erection of road signs
- Perform rough carpentry, masonry, electrical, painting, and other building trade duties
- Spray undesirable vegetation
- Use various hand tools such as electrical and pneumatic tools to cut posts, drill holes, fasten bolts, dig holes, etc.
- Operate grass mowers, swing blades, hand shovels, chain saws, drills, rollers, axes, rakes, and other similar equipment in maintaining and repairing roads
- Repairs roadside ditches
- Flag vehicles on road projects
- Drive small trucks and/or patching trucks
- Cut bushes, cleans out pipe, and patches potholes
- Perform other essential job related functions as necessary
- Other directly related duties consistent with the role and function of the classification

MINIMUM QUALIFICATIONS:

- Education equivalent to the completion of the eighth (8th) grade
- Minimum of one (1) year paid experience in road construction
- Valid driver's license issued by the State of Alabama for the type of vehicle or equipment operated

SKILLS AND ABILITIES:

Must be able to do the following:

- Follow oral and written instructions
- Read and comprehend basic written materials
- Write well enough to complete basic reports
- Knowledgeable of standard practices involved in the care and use of hand tools

- Knowledgeable of safety rules and regulations in the use of hand tools
- Knowledgeable of the care and use of small trucks
- Work effectively with supervisors and co-workers
- Willing and able to work more than 40 hours per week if necessary
- Must physically be able to perform all Essential Job Duties

SUPERVISORY CONTROLS:

- This position has no supervisor responsibilities.
- This position receives supervision from Highway Supervisors, Operations Engineers, and the County Engineer

WORK ENVIRONMENT:

- Routinely exposed to moderate noise, dust, dirt, grease, machinery with moving parts, irritating chemicals, and hot/cold or inclement weather

REQUIRED PHYSICAL ABILITIES:

Must have the following physical abilities, with or without reasonable accommodation:

- Sufficient clarity of speech and hearing or other communication capabilities which permits the employee to communicate effectively
- Sufficient vision or other powers of observation which permits the employee to monitor work conditions
- Sufficient manual dexterity which permits the employee to operate motorized equipment
- Sufficient personal mobility and physical reflexes which permits the employee to have access to work sites throughout the County

JOB DESCRIPTION ACKNOWLEDGEMENT

I have received, reviewed and fully understand the job description for **LABORER**. I further understand that I am responsible for the satisfactory execution of the essential functions described therein, under any and all conditions as described.

Employee Name _____ Date _____

Employee Signature _____