

City of Bluffton

Job Description

Job Title: Laborer
Department: Street Department
Reports To: Street Commissioner
FLSA Status: Nonexempt
Last HR Review: July 2016

Principal Function: The Laborer is responsible for performing a variety of routine tasks around the maintenance, upkeep, and services of the City streets and buildings.

Essential Duties and Responsibilities: Duties include, but are not limited to:

1. Mows and maintains open space areas in the City.
2. Performs general construction tasks and building maintenance of City-owned properties.
3. Performs routine maintenance on all tools, power equipment, and vehicles.
4. Seeds grassy areas.
5. Operates snow control equipment in the removal of snow and application of salt to City streets and properties.
6. Repairs and replaces City street signs.
7. Assists in the patching and repair of potholes and cracks in City streets.
8. Collects and disposes of solid waste from buildings and grounds, picks up litter from premises.
9. Performs general laborer work to complete assigned tasks as required.
10. Performs other work in the workshop as directed by the Street Commissioner.

Supervisory Responsibilities: This job has no supervisory responsibilities.

Qualifications: To perform this job successfully, an individual must be able to perform each essential duty according to the requirements of the organization. The requirements listed below are representative of the knowledge, skill, and/or ability required. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential duties and responsibilities.

Competencies: To perform this job successfully, all employees working in the City should demonstrate the following competencies:

- **Customer Service** – Responds to requests for service and assistance; Manages difficult or emotional customer situations focusing on listening without interrupting and keeping one’s emotions under control; Solicits customer feedback to improve service; Maintains confidentiality and meets commitments.
- **Professionalism** – Approaches others in a tactful manner; Reacts well under pressure; Treats others with respect and consideration regardless of their status or position; Accepts responsibility for their own actions; Follows through on commitments.
- **Dependability** - Follows instructions, responds to management direction; Takes responsibility for own actions; Keeps commitments; Commits to long hours of work when necessary to reach goals. Completes tasks on time or notifies appropriate person with an alternate plan.

Job-related Competencies – To perform this job successfully, employees in this job should demonstrate the following competencies:

- **Problem Solving** - Identifies and resolves problems in a timely manner; Gathers and analyzes information skillfully; Develops alternative solutions; Works well in group problem solving situations; Uses reason even when dealing with emotional topics.
- **Oral Communication** - Speaks clearly and persuasively in positive or negative situations; Listens and gets clarification; Responds well to questions; Demonstrates group presentation skills; Participates in meetings.
- **Safety and Security** - Observes safety and security procedures; Determines appropriate action beyond guidelines; Reports potentially unsafe conditions; Uses equipment and materials properly.
- **Adaptability** - Adapts to changes in the work environment; Manages competing demands; changes approach or method to best fit the situation; Able to deal with frequent change, delays or unexpected events.

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Education and/or Experience: High school diploma or general education degree (GED); or one year experience and/or training; or equivalent combination of education and experience. Previous experience as a general laborer is desired.

Other Skills and Abilities: The following skills and abilities are either required or desired.

- The ability to operate special tools to include: measuring tools, transit, laser level, welder, grinder, hand tools, acetylene torch, dump truck, roller, mowers, paint sprayer, weed eater, weed sprayer, tractor, chainsaw, drill, air compressor, chipper, and light duty trucks is required.
- The ability to operate non-power tools to include: rakes, shovels, hammers, and brooms is required.
- A working knowledge of the mechanics of equipment used to perform periodic maintenance, repairs, and adjustments is required.
- The ability to operate all Non-CDL Required Street Department vehicles.
- The ability to be on call 24/7 or the ability to have a system in place that responses may be handled in an emergency situation is required.
- The ability to adapt to work plans as they are affected by weather conditions in a timely manner in order to achieve quality results is required.
- The ability to work in emergency situations to include: snow events, tree damage from storms, and signs down due to different situations is required.
- The ability to operate a computer, printer, copy machine, scanner, fax machine, and other office equipment is desired.
- The ability to speak, read and write in English is required.

Physical Demands: The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential duties and responsibilities.

While performing the duties of this job, the employee is regularly required to stand; walk; and talk or hear. The employee is frequently required to sit; use hands to finger, handle, or feel; reach with hands and arms; stoop, kneel crouch, or crawl; and lift and/or move up to 25 pounds. The employee is occasionally required to climb or balance; taste or smell; and lift and/or move up to 50 pounds.

Specific vision abilities required by this job include close vision (clear vision at 20 inches or less), distance vision (clear vision at 20 feet or more), color vision (ability to identify and distinguish colors), peripheral vision (ability to observe an area that can be seen up and down or to the left and right while eyes are fixed on a given point), depth perception (three-dimensional vision, ability to judge distances and spatial relationships), and the ability to adjust focus (ability to adjust the eye to bring an object into sharp focus).

Work Environment: The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential duties and responsibilities.

While performing the duties of this job, the employee regularly is exposed to outdoor weather conditions. The employee is frequently exposed to work near moving mechanical parts; extreme cold (non-weather); extreme heat (non-weather). The employee is occasionally exposed to wet or humid conditions (non-weather); fumes or airborne particles; toxic or caustic chemicals; and vibration. The noise level in the work environment is usually moderate to loud.

Personal protective equipment must be worn as required to include: steel toe work boots, hard hats, safety goggles, gloves, safety vest/shirt and protective clothing.

While the offices of the City are open from 8:00 a.m. to 5:00 p.m., Monday through Friday, this position may require work beyond these hours and on the weekends and holidays. Employees are also required to drive Street Department vehicles. Thus, a valid Driver's License is required.