



# FLATHEAD COUNTY, MONTANA

## Position Vacancy Announcement

POSITION: LABORER/SPOTTER

DEPARTMENT: SOLID WASTE

If you have any questions about this position vacancy please call: 406-758-5910

NUMBER OF POSITIONS OPEN: 1

BARGAINING UNIT: Operators - SW

FULL TIME  REGULAR  
(YEAR ROUND POSITION)

STARTING WAGE: \$19.52 per hour

PART TIME  SEASONAL

TEMPORARY

VISIT [https://flathead.mt.gov/human\\_resources/downloads.php](https://flathead.mt.gov/human_resources/downloads.php) FOR BENEFIT INFORMATION.  
SEE ATTACHED JOB DESCRIPTION.

Additional information:

Must be able to work weekends & holidays and pass a non-DOT drug test.

APPLY FOR THIS POSITION AT FLATHEAD COUNTY'S WEBSITE:  
[https://flathead.mt.gov/human\\_resources/apply/](https://flathead.mt.gov/human_resources/apply/)

ALL COMPLETED APPLICATIONS MUST BE SUBMITTED ELECTRONICALLY THROUGH FLATHEAD COUNTY'S WEBSITE BY 5:00 PM ON THE CLOSING DATE. Paper, faxed or email applications will not be accepted.

Flathead County's pre-employment process includes reference checks and criminal history checks. A record of criminal conviction will not necessarily bar you from employment. Depending on the position, the pre-employment process may also include skill testing and drug/alcohol testing.

FLATHEAD COUNTY IS AN EQUAL OPPORTUNITY EMPLOYER

*Flathead County is an equal opportunity employer. Flathead County shall, upon request, provide reasonable accommodations to otherwise qualified individuals with disabilities.*

*This job description is intended to reflect core areas of responsibility and an incumbent employees' knowledge and skill set needed to complete those functions. This document is not intended to catalog each individual duty; employees are routinely called upon to address emerging employer requirements in alignment with individual work units and assignments of jobs. The job description does not constitute an employment agreement between the employer and employee and is subject to change by the employer as the needs of the employer change.*

<b>Job Title:</b>	Laborer/Spotter	<b>Job Code:</b>	16260
<b>Department:</b>	Solid Waste	<b>Pay Grade:</b>	Union
<b>Reports to:</b>	Operations Manager	<b>FLSA Status:</b>	<input checked="" type="checkbox"/> Non-Exempt <input type="checkbox"/> Exempt

**Department Overview:** The Flathead County Solid Waste District provides environmentally sound and cost-effective refuse collection, disposal and recycling opportunities for Flathead County residents and businesses. Our facilities are a major part of the economic and environmental infrastructure of Flathead County. Long range planning and fiscal integrity ensures decades of capacity with minimal financial impacts to Flathead County citizens.

**Job Summary:** The Laborer/Spotter performs a wide variety of manual labor tasks, which includes ensuring safety of clients and employees at the dumping site by working in conjunction with equipment operators placing and compacting solid waste, directing clients to the proper location to dump solid waste materials and moving signs to mark different dumping areas. Other tasks to perform are picking up litter & weed eating around the facility, feeding the cardboard compactor, working in the waste oil processing and/or paint can crushing building. If Laborer/Spotter is assigned to the CFC building duties they will be required to obtain refrigerant removal certification.

**Essential Functions (Major Duties or Responsibilities):** *These duties are the essential functions and are not all-inclusive of all duties that the incumbent performs.*

- Directs clients at the landfill site to the proper dumping location;
- Moves directional signs to identify dumping area;
- Works in conjunction with equipment operators placing and compacting solid waste;
- Ensures the safety of clients at the dumping site;
- Operates cardboard compactor;
- Processes waste oil & household hazardous waste collection;
- Evacuates CFC (chloral floral carbons) units;
- Picks litter & weed eating around facility;
- Performs related work as assigned.

**Non-Essential Functions:**

Perform other duties as assigned including but not limited to attending staff or safety meetings, providing backup for other staff, participating in training, etc.

**Physical Demands and Working Conditions:**

- Continuously stand and walk five to 10 hours per day and bend, climb, balance, stoop, kneel.

- Frequently required to lift 10 to 50 pounds, occasionally lift 50 to 100 pounds, and occasionally reach above head, constant use of upper extremities and frequent pushing and pulling of equipment, materials, and tools.
- Frequent climbing in and out of vehicles/equipment.
- Frequently required to talk, listen and read.
- Specific vision abilities required by this job include close vision, distance vision, color vision, peripheral vision and depth perception.
- Works outside in varying weather conditions and in areas with loud noise.
- Landfill work environment has unpleasant odors and potentially dangerous substances.

**Supervision Exercised:** The primary function of this job is not in a supervisory capacity.

**Knowledge, Skills, and Abilities:**

**Knowledge of:**

- general use of hand and power tools, light pickups, and small utility tractor;
- safe work practices

**Ability to:**

- read, write, and follow both verbal or written instructions
- perform heavy manual labor
- work in a variety of weather conditions
- establish and maintain effective working relationship with supervisor, co-workers, and the public
- demonstrate physical strength and agility sufficient to perform the work of the position
- obtain and maintain a Montana driver's license and clean driving record
- obtain refrigerant removal certification
- pass non-DOT drug testing

**Education and Experience:**

The job requires education and experience equivalent to graduation from high school or GED which indicate possession of the knowledge, skills and abilities listed.

Action	Date	Reference
Adopted	5/25/1994	Commissioners' Minutes
Revised	6/15/2000	Commissioners' Minutes
Revised	8/9/2004	Commissioners' Minutes
Revised	1/2/2008	Commissioners' Minutes
Revised	4/29/2021	Commissioners' Minutes
Revised	PENDING	Commissioners' Minutes