



FLATHEAD COUNTY, MONTANA

Position Vacancy Announcement

POSITION: LABORER

DEPARTMENT: ROAD/BRIDGE

If you have any questions about this position vacancy please call: 406-758-5790

NUMBER OF POSITIONS OPEN: 2

BARGAINING UNIT:

FULL TIME REGULAR
(YEAR ROUND POSITION)

STARTING WAGE: \$20.20

PART TIME SEASONAL

TEMPORARY

VISIT https://flathead.mt.gov/human_resources/downloads.php FOR BENEFIT INFORMATION
SEE ATTACHED JOB DESCRIPTION.

APPLY FOR THIS POSITION AT FLATHEAD COUNTY'S WEBSITE:
https://flathead.mt.gov/human_resources/apply/

Paper, faxed or email applications will not be accepted.

Flathead County's pre-employment process includes reference checks and criminal history checks. A 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.

Job Title:	Laborer - Road	Job Code:	16250
Department:	Road	Pay Grade:	Union
Reports to:	Road & Bridge Supervisor	FLSA Status:	<input checked="" type="checkbox"/> Non-Exempt <input type="checkbox"/> Exempt

Department Overview: The Flathead County Road and Bridge Department maintains roads, bridges, and equipment. Other operations include, but are not limited to: installation and upgrade of signs, guardrail, culverts, repairs of road damage, clearing obstructions on roads and rights-of-way, striping of roads, crosswalks and walkways, rock raking, removal of trees that blow down, and sweeping roads. In addition, the office deals with budget issues, rights-of-way issues, encroachment permits, load limits, and a variety of public issues including road reviews for subdivisions, etc.

Job Summary: Under supervision performs a wide variety of manual labor tasks and other road work needed for the maintenance of roads and equipment; operates light machinery, tools, and pickups; sets-up warning signs and flags traffic at a work site.

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

- Performs a variety of tasks requiring limited skill in the use of hand tools and ability to operate light automotive equipment;
- Performs semi-skilled repair work, hand patching, sweeping, lay-down laborer, cutting brush, planting shrubs, working on silt fences, painting a variety of interior and exterior surfaces;
- Sets up warning signs and flags traffic at a work site;
- 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: (These guidelines may alter due to seasonal changes.)

- Standing on feet and walking is estimated at 90% (seven hours of an eight-hour day or 9 hours of a ten-hour day).
- Sitting: None, except on breaks.
- Lifting/Carrying: Frequently 10 to 50 pounds; occasionally at 50 to 100 pounds.
- Continuous bending is required when working as a laborer; frequent bending is needed when performing carpentry and building maintenance work or picking up items.

- Occasional reaching above head and constant use of upper extremities with daily lifting and twisting of back when cleaning, trimming, shoveling, and other labor duties.
- Frequent climbing in and out of vehicles, building, right-of-way, and bridges.
- Frequent pushing and pulling of equipment, materials, and tools.
- The noise level of the equipment is usually moderate; however employee is subjected to loud equipment noise.

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

Knowledge, Skills, and Abilities:

The job requires knowledge of:

- General use of hand and power tools, light pickups and equipment
- Safe work practices

The job requires skills and abilities to:

- Read, write, and follow both verbal and written instructions.
- Perform heavy manual labor.
- Work in a variety of weather conditions; work out of doors for extended periods under unfavorable weather conditions.
- Demonstrate physical strength and agility sufficient to perform the work of the position.
- Establish and maintain effective working relationships with other employees;
- Deal with the public in a pleasant and courteous manner;

Education and Experience:

The job requires any equivalent combination of experience and training which indicates possession of the knowledge, skills, and abilities listed. An incumbent in this position is required to obtain a valid State of Montana driver's license and maintain a safe driving record.

Action	Date	Reference
Adopted	05/25/1994	Commissioners' Minutes
Revised	06/15/2000	Commissioners' Minutes
Revised	04/29/21	Commissioners' Minutes