

Shelby County Fiscal Court

POSITION DESCRIPTION

POSITION TITLE:	Laborer with CDL	DEPARTMENT:	Road Department
CLASSIFICATION:	Skilled/Semi-Skilled	SUBMITTED BY:	Human Resources
SALARY RANGE:	\$13.00 to \$15.00/hour	APPROVED BY:	County Judge Executive

REPORTING RELATIONSHIPS

POSITION REPORTS TO: County Road Supervisor

POSITIONS SUPERVISED: N/A

POSITION PURPOSE

Under general supervision of the County Road Supervisor, Crew Chief/Foreman or Crew Leader performs semi-skilled and skilled duties related to light automotive and power equipment. Performs unskilled duties including a variety of general labor functions for the provision of county services. Performs related work as required.

ESSENTIAL FUNCTIONS AND BASIC DUTIES

1. Operates snowplow and other equipment necessary for provision of county services.
2. Operates vehicles requiring a commercial driver's license. Equipment includes but not limited to single axle truck (dump, flatbed, pickup), mowing tractors and bush hogs, and chemical sprayer (300 gallon)
3. Performs work related activities related to proper maintenance of county property, roads and right of ways, including but not limited to patching potholes, picking up litter, using chainsaw to trim trees and brush, install traffic signs, serves as flagger during maintenance activities.
4. Performs related activities as required.

QUALIFICATIONS

EDUCATION/CERTIFICATION:

- ❖ Graduate from accredited high school or GED equivalent.
- ❖ Valid Kentucky Drivers License
- ❖ Commercial Drivers License – A or B
- ❖ Work Zone Traffic Control and Flagger

EXPERIENCE REQUIRED:

- ❖ 1 to 3 years unskilled or semi-skilled manual work experience
- ❖ 1 to 3 years operation of variety of hand powered tools

REQUIRED KNOWLEDGE, SKILLS AND ABILITIES:

1. Ability to understand and follow oral and written instructions.
2. Knowledge of the work hazards and applicable safety precautions associated with assigned equipment.
3. Knowledge of the operating characteristics and servicing of relevant equipment.
4. Ability to make minor operation adjustments and to recognize operating deficiencies in assigned equipment.
5. Ability to perform moderately heavy to heavy labor for extended periods of time.
6. Ability to establish and maintain effective working relationships with other employees and the general public.
7. Knowledge of applicable traffic laws, ordinances and regulations involved in the operation of departmental vehicles.
8. Excellent Physical Condition.

CONDITIONS OF EMPLOYMENT: Direct Deposit Participation
 Criminal Background Check
 Annual Physical/Drug Testing via DOT requirements

WORKING CONDITIONS PHYSICAL EFFORT:

- Work is typically performed at a highway/road maintenance facility, at work sites throughout the assigned work area and when necessary, district wide.
- Positions in this class must possess the ability to work, sit, stoop and bend for extend periods of time.
- Must be able to lift and carry 50 pounds.
- Must be able to work extended hours and be outside during inclement weather.
- Must be able to respond to emergencies

OVERTIME REQUIREMENTS: Non-exempt

AVAILABILITY: Regular Shift may be contacted on emergency basis.

INTENT AND FUNCTIONS OF JOB DESCRIPTIONS

Job descriptions assist organizations in ensuring that the hiring process is fairly administered and that qualified employees are selected. They are also essential to an effective appraisal system and related promotion, transfer, layoff, and termination decisions. Well-constructed job descriptions are an integral part of any effective compensation system.

All descriptions have been reviewed to ensure that only essential functions and basic duties have been included. Peripheral task, only incidentally related to each position, have been excluded. Requirements, skills, and abilities, however, should the duties, responsibilities, and requirements delineated be interpreted as all inclusive. Additional functions and requirements may be assigned by supervisors as deemed appropriate.

In accordance with the American Disabilities Act, it is possible that requirements may be modified to reasonably accommodate disabled individuals. However, no accommodations will be made which may pose serious health or safety risks to the employee or others or which impose undue hardships on the organization.

Job descriptions are not intended as and do not create employment contracts. The organization maintains its status as an at-will employer. Employees can be terminated for any reasons not prohibited by law.