

CLASS SPECIFICATION

Laborer

GENERAL PURPOSE

Under close supervision of the Street Maintenance Supervisor, performs a variety of semi-skilled and manual labor tasks in support of the Public Works Department, Maintenance and Operations Division. Depending on the area of assignment, duties may include the construction, maintenance and repair of streets, curbs, sidewalks, gutters, storm drains and related public works facilities; and assist in the supervision of workers from the Riverside County Sheriff's Department Work Release Program; and performs related duties as assigned.

DISTINGUISHING CHARACTERISTICS

Laborer's assist skilled maintenance staff in construction and maintenance projects. Under close supervision, incumbents learn and perform a variety of duties in the maintenance and repair of streets, curbs, gutters, storm drains and sidewalks, and other maintenance and operations related tasks as assigned.

ESSENTIAL DUTIES AND RESPONSIBILITIES

The duties listed below are intended only as illustrations of the various types of work that may be performed. The omission of specific statements of duties does not exclude them from the position if the work is similar, related or a logical assignment to this class.

1. Breaks and removes asphalt and pavement; digs, shovels, hauls and loads soils, sand, gravel, cement, asphalt mixes and other materials, tools, and equipment; patches potholes; lays and rakes, rolls and irons hot asphalt.
2. Maintains production and attendance records; transports workers to and from job sites and operates a variety of light duty motorized maintenance and construction equipment
3. Plants, transplants, stakes, ties and fertilizes a variety of trees and shrubs; cuts and removes roots; removes diseased, standing or fallen trees; using power sprayer, sprays trees, plants and shrubs on streets and other landscaped areas; performs weed abatement duties; assists in applying herbicide on City rights-of-ways.
4. Sweeps and shovels debris and litter and loads trucks; cleans storm drains and storm basins; assists in emptying loads at dump sites.
5. Operates air compressor and pneumatic air tools, including spaders, tampers, jackhammers, breaking guns, blowers and concrete saws; operates hand and power tools and equipment for a variety of trades; assists in maintaining tools and equipment in proper working order.
6. Drives vehicles to work sites and sets up and removes barricades to protect crews from street traffic; flags and directs traffic in roadways to protect crews.

7. Assists in installing traffic signs.
8. Cleans up work sites upon completion of job.

OTHER DUTIES

1. Performs special assignments as assigned.
2. May perform duties normally performed by a Maintenance Worker I in a training capacity.

QUALIFICATIONS

Knowledge of:

1. Techniques and materials used in the maintenance and repair of streets, gutters, sidewalks, storm drains and related facilities.
2. Maintenance, adjustment and operation of complex light-duty construction and maintenance equipment.
3. Laws and regulations including state and local traffic laws pertaining to the operation of light-, medium- and heavy-duty construction and maintenance equipment.
4. Operation and maintenance of a wide variety of hand and power tools and equipment common to the field.
5. Safe work methods and safety regulations pertaining to the work.
6. Proper placement of cones, barricades and warning devices and directing traffic flow at job sites.

Ability to:

1. Follow work direction at maintenance/construction sites.
2. Operate assigned equipment, vehicles, and hand tools safely and follow safe work practices and procedures.
3. Operate and maintain a variety of hand and power tools and equipment used in the work.
4. Perform heavy manual tasks for extended periods of time.
5. Keep basic written records of work performed.
6. Understand and follow oral and written instructions.
7. Exercise judgment and initiative within established work practices.
8. Establish and maintain effective working relationships with City management, staff, the public and others encountered in the course of work.

Education, Training and Experience:

A typical way of obtaining the knowledge, skills and abilities outlined above is graduation from high school or G.E.D equivalent; prior experience in public works related construction or maintenance work is preferred; or an equivalent combination of training and experience.

Licenses; Certificates; Special Requirements:

A valid California driver's license and the ability to maintain insurability under the City's vehicle insurance policy.

PHYSICAL AND MENTAL DEMANDS

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

Physical Demands

While performing the duties of this job, the employee is regularly required to use hands to finger, handle, feel or operate objects, tools, or controls and reach with hands and arms. The employee frequently is required to stand and talk or hear. The employee is frequently required to walk; sit; climb or balance; stoop, kneel, crouch or crawl. The employee must frequently lift and/or move up to 50 pounds, and occasionally up to 100 pounds.

Specific vision abilities required by this job include close vision, distance vision, color vision, peripheral vision, depth perception, and the ability to adjust focus.

Mental Demands

While performing the duties of this class, employees are regularly required to use written and oral communication skills; read and interpret data, information and documents; learn and apply new information or new skills; work under deadlines with constant interruptions; and interact with City management, staff, the public and others encountered in the course of work, some of whom may be dissatisfied or quarrelsome.

WORK ENVIRONMENT

The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this class. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

The employee regularly works in outside weather conditions, near moving mechanical parts and in or near street traffic with significant exposure to unsafe or hazardous drivers. The employee is frequently exposed to wet and/or humid conditions and vibration. The employee is occasionally exposed to fumes or airborne particles, toxic or caustic chemicals, and risk of electrical shock. The noise level is frequently loud.