

City of Clinton
Street and Solid Waste Department
Laborer

Job Summary:

Under direct supervision of the Street–Solid Waste Superintendent, the Laborer performs manual work which is of routine difficulty, but physically demanding in nature, and any related work as required. Required work will include, but not limited to: city streets, city-owned property and city-owned buildings. Work will involve occasional operation of light to medium duty trucks, snow plows, gas-powered tools, and a variety of other equipment that the employee has been competently trained on and as needed for the performance of their assigned tasks. The Laborer should be available to report for work during all emergency conditions. The Laborer must be able to work with crews during 12-hour shifts, doing snow plowing, flood work, tree removal, and/or any work that is assigned. May be held over at any time to complete any assigned task/work, or scheduled to work on Saturdays following an observed Holiday. The Laborer is a non-exempt position.

Essential Job Functions:

This list is not absolute or restrictive, but indicates approximate duties and responsibilities that may be redefined pursuant to operational needs.

- Operate one-ton or smaller trucks, with or without an attached trailer, for hauling materials and heavy mechanical equipment.
- Manually load and unload such materials as refuse, stone, gravel, dirt, asphalt, pipe, and timber into and off of trucks.
- Operate a one-ton or smaller truck with an attached plow and/or sander to plow snow, sand and salt roadways; in addition to performing any other assigned winter duties.
- Repair streets by applying patching materials; clean and construct gutters, culverts and other drainage structures; maintain and construct sidewalks; clearing work site of debris.
- Assist in semi-skilled tasks; such as, carpentry or setting concrete.
- Erect street signs, including digging post holes and setting posts.
- Trim and maintain trees and brush in city right-of-ways.
- Operate gas-powered tools; such as, chainsaws, trimmers, blowers, etc.
- Routinely wash and clean trucks and equipment.
- Apply pesticides and herbicides using best practices as required by State of Iowa Licensure.
- Responsible for the safe and efficient operation of any and all of the department's equipment and tools; able to operate all items in such a manner to prevent injury to self, co-workers, property and equipment.
- Wear personal protective equipment, ear and eye protection when needed.
- Other duties as assigned.

Additional Job Functions:

Some additional job functions will be contingent upon training.

- Operate a single- or dual-arm packer truck on a route and transport contents to a designated landfill or disposal site.
- May occasionally operate larger heavy duty equipment.
- Perform minor maintenance work including: repairing, painting, and cleaning duties of equipment, buildings and grounds.
- Must maintain and document needed skill levels, including participation in all offered training.
- Direct and/or assist Part-Time Laborers and temporary part-time employees.

Required Knowledge, Skills and Abilities:

A Work-Skills Spreadsheet will be maintained identifying the skill-set for each employee in the Laborer Classification.

- Must physically be able to do the following: lift, carry and lower up to 75 lbs.; bend, twist and climb; reach above or at shoulder level frequently.
- Sufficient strength to do heavy lifting and carrying as required.
- Able to perform the majority of work assignments outdoors in all weather conditions, ranging from mild to severe.
- Knowledge of safety precautions necessary in performing assigned tasks (safe work practices).
- Knowledge of traffic regulations and the practices followed in the safe operation of light to medium duty trucks.
- Some knowledge in the use and care of tools used in maintenance and construction work.
- Knowledge of local geography, and street and road systems.
- Ability to understand, follow, and communicate oral and written instructions.
- A basic knowledge of computer use.

Specific Requirements:

- High School diploma / GED.
- Possession of a valid Iowa Motor Vehicle Operator's License. A **good driving record is mandatory.**
- Ability to obtain and maintain a Class B - Commercial Driver's License (CDL) – with Air Brake Endorsement prior to the completion of the probationary period. Maintenance of the license is required throughout the period of employment.
- Ability to obtain and maintain an Iowa Pesticide/Herbicide Applicator License including Category 3OT – Ornamental and Turf Pest Control and Category 6 – Right-of-Way Pest Control certifications prior to the completion of the probationary period. Maintenance of the license is required throughout the period of employment.
- Preferably, some experience in heavy manual labor, or any equivalent combination of experience and training which provides the required knowledge, skills and abilities.
- Must be a United States Citizen and an Iowa resident, or become one, upon employment.
- A physical, including testing for illegal drugs, is required upon offer of employment.

All City of Clinton Street and Solid Waste employees must conduct themselves according to the policies and procedures established by the City of Clinton which are presented in the City of Clinton Employee Handbook and promote a positive work environment with other employees and City departments.