



Classification Title: Morgan County Highway Garage Laborer 1

Employment Status: Full-time (40 hrs./week) + overtime as req'd.

FLSA Status: Hourly, Bargaining Unit

Reports to: Morgan County Highway Department Roadway Supervisor

Department: Office of the Engineer

Pay Range: Appendix A, Union Contract

Job Summary:

As a Laborer 1 at the Morgan County Highway Garage, you will be assigned as project labor as required to complete construction and maintenance projects. You may prepare sites by cleaning them, loading or unloading materials, and removing hazards. A general laborer may also run some types of light equipment or put together and take apart formwork and other temporary structures.

Essential Duties and Responsibilities:

To perform the job successfully, an individual must be able to perform each essential duty satisfactorily. Reasonable accommodation may be provided to enable qualified individuals with disabilities to perform the essential duties listed below:

- Performs various physical duties as assigned.
- Maintain all safety standards, including flagging traffic.
- Moves, secures, installs, builds, loads, or unloads material.
- Performs some specialized tasks which may require on-the job training.
- Effectively using light equipment, depending on the jobsite/assignment.
- Moves items from place to place, according to direction from the site supervisor.
- Moving tools, equipment, or other material as directed in plans or by supervisor.
- General maintenance of the highway garage grounds including mowing and sorting supplies.
- Other duties as assigned.

Qualification Requirements:

- High school diploma or equivalent.
- Familiarity with traffic control signage.
- Basic knowledge of roadway maintenance operations.
- Ability to multi-task and maintain a positive attitude.
- Attention to detail and accuracy.

Certifications Licenses, Registrations:

- Valid Ohio Driver's License (Class D) and a good driving record.



Preferred Qualifications:

- Familiarity with Morgan County Highway System.

Physical Demands:

Described herein are representative of those that must be routinely met by an employee to successfully perform the essential duties of this position. Reasonable accommodation may be provided to enable qualified individuals with disabilities to perform the essential duties listed below:

- Must be able to lift, lower, pull and push loads up to 100 pounds. The ability to bend over from the waist repeatedly.
- Must have sufficient stamina to perform heavy manual tasks for prolonged periods of time, such as digging, shoveling, moving full wheelbarrow loads, stacking materials, mixing concrete, removing and transporting trees or limbs.

Working Conditions:

Described herein are representative of those that must be met by an employee while performing the essential duties of this position. Reasonable accommodation may be provided to enable qualified individuals with disabilities to perform their essential duties.

Must be available to work outside for extended periods of time in all weather conditions.

Must be available for emergency overtime, including snow and ice control overtime, as a condition of employment.

This position description is not intended to be a complete list of all responsibilities, duties, or skills required for the position and is subject to review and change at any time. With or without notice, in accordance with the needs of the Morgan County Highway Department. Since no position description can detail all the duties and responsibilities that may be required from time to time in the performance of a job, duties and responsibilities that may be inherent in a job, reasonably required for its performance, or required due to the changing nature of the job shall also be considered part of the job holder's responsibilities.

Benefits:

- Public Employees Retirement System (P.E.R.S.)
- Deferred compensation savings plan
- Health, Vision, Dental and Life insurance
- Paid vacation, holidays and personal days
- Educational assistance
- Paid sick leave
- Time and a half for overtime