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## Laborer 03

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### **WG-3502-03**

NOTE: THE SENTENCE IN PART I DESCRIBING THE PURPOSE OF THE POSITION AND PARTS II AND III IN THEIR ENTIRETY ARE PERMANENT PARTS OF THE LIBRARY AND MAY NOT BE CHANGED OR EDITED IN ANY WAY.

#### **I. INTRODUCTION**

This position is located in

The incumbent performs a variety of duties involving physical labor.

#### **II. MAJOR DUTIES AND RESPONSIBILITIES**

Tasks can involve the use of heavy power equipment (e.g., heavy power mower, chain saw, jackhammer) and tools (e.g., ax, pick) and typically include:

- 1) Digging, grading, and sloping ditches and trenches with pick and shovel in compacted dirt. Filling and leveling holes in damaged roads.
- 2) Occasionally breaking up pavement with a jackhammer for short periods of time.
- 3) Mixing and pouring concrete, asphalt, and hot mix.
- 4) Mowing grass with heavy walking-type power mower; cleaning and oiling mower and adjusting mower blades.
- 5) Cutting trees, using ax or chain saw.

#### **III. FACTOR DESCRIPTIONS**

##### Factor 1 - Skill and Knowledge

Incumbent must have sufficient experience or training and mental and physical ability to work safely with heavy power equipment, tools, and objects. Prior job experience or on-the-job training normally is required to ensure continual care and attention to safety and proper job completion.

Incumbent must be able to work from directions to complete multiple job tasks in the proper sequence.

##### Factor 2 - Responsibility

Incumbent receives general written or oral instructions and is expected to complete assignments independently.

Incumbent takes necessary precautions to prevent accidents and work injuries (e.g., wears safety glasses when operating chain saw and steel-toed shoes when operating jackhammer).

##### Factor 3 - Physical Effort

Work requires very heavy physical effort to frequently lift and move objects weighing over 50 pounds, run power mowers on grades, push heavy wheelbarrow loads of cement, etc.

##### Factor 4 - Working Conditions

Work is outdoors in all kinds of weather and indoors in areas that may be dusty, drafty, and noisy. The equipment, tools, and tasks involved frequently require special care to avoid serious injuries.

Special Note: Some Laborer jobs involve very heavy physical effort, but do not require the skills and knowledge in operating equipment, etc., described at WG-3. Generally, to warrant a grade of WG-3, such jobs must continually involve extremely heavy physical effort (e.g., constantly lifting and carrying boxes or sacks weighing 80 to 100 pounds or more, lifting and moving similar weights in cramped corners).

THIS POSITION IS NON-EXEMPT FROM COVERAGE UNDER THE FLSA.

#### **IV. UNIQUE POSITION REQUIREMENTS**

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