



## Hi-Desert Water District Classification Specification

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**Job Title:** Laborer – Regular Full-Time

**Job Grade:** 5

**FLSA Status:** Non-Exempt

**Date:** June 2019

### **JOB SUMMARY**

Under the general supervision of the Construction Supervisor, performs general laborer work in the construction of District facilities and pipelines, vehicle and equipment maintenance, various construction tasks as necessary, safety, and other duties as assigned.

### **SUPERVISION RECEIVED / EXERCISED**

The Laborer works under relatively close supervision performing the more routine and repetitive construction assignments.

### **ESSENTIAL FUNCTIONS** *(include but are not limited to the following)*

*Class specifications are only intended to present a description summary of the range of duties and responsibilities associated with specified positions. Therefore, specifications **may not** include all duties performed by individuals within a classification. In addition, specifications are intended to outline the minimum qualifications necessary for entry into the class and do not necessarily convey the qualifications of the incumbents within the class.*

- Cuts, threads, install, and assembles pipe.
- Set up traffic safety devices prior to beginning of fieldwork.
- Checks manholes and uses proper safety precautions when entering confined spaces.
- Excavates and repairs damaged sections of pipe.
- Operates equipment such as whackers, vibrators, jackhammers, tampers, cutters and water truck.
- May repair or replace valves and fittings.
- Performs a variety of semi-skilled heavy labor.
- Deals effectively and courteously with customer and the general public.
- Attends safety meetings and uses safe work practices.

### **JOB SPECIFICATIONS**

#### **Knowledge of**

- Basic knowledge of materials and equipment used in distribution system construction, maintenance, and repair work

## **Skills and Abilities**

- Safe operation and use of a variety of light power equipment.
- Understand and carry out oral and written instructions.
- Learn and follow District safety programs.
- Ability to perform a variety of unskilled water system and general maintenance work.
- Ability to safely operate power and hand tools.
- Ability to interface with the customer in a professional courteous manner.
- Work with supervision to develop skills.

## **PHYSICAL, MENTAL AND ENVIRONMENTAL WORKING CONDITIONS**

*The essential functions of this position may require the employee to perform the following physical activities. Some of these requirements may be accommodated for otherwise qualified individuals requiring and requesting such accommodations.*

- Operates District vehicles and equipment in distribution system construction, maintenance, and repair work.
- Enters and exits a vehicle multiple times daily.
- Must be able to frequently carry, push, pull, reach, and lift equipment and parts weighing up to 100 pounds.
- Frequently stoops, kneels, crouches, crawls, and climbs during field maintenance and repair work.
- Walks, stands and crouches on narrow, slippery, or moving surfaces, or uneven terrain.
- Works in an environment with exposure to dust, dirt, and significant temperature changes between cold and heat.
- Communicates orally with District staff in face-to-face, one-to-one, and group settings.
- Regularly uses a telephone and mobile radio for communication.
- Uses office equipment such as computer terminals, copiers, and FAX machines.
- Stands and walks for extended time periods.
- Hearing and vision within normal ranges with or without correction

## **QUALIFICATIONS**

### **Education and/or Previous Work Experience**

Any combination of experience and training that would provide the knowledge and abilities to perform the position of is qualifying. A typical way to obtain the required knowledge and abilities would include the following:

- High school diploma or equivalent.
- One year of work experience as a laborer in the construction field. Exposure to plumbing, or pipelaying preferred.

### **License / Certificate:**

- Possession of a valid Class C California driver's license and satisfactory driving record free from multiple or serious traffic violations or accidents for a period of at least two (2) years.

- Possession of a valid Class A California driver's license within two (2) years from appointment to the position.
- Possession of a California State Water Resources Control Board Grade 1 Water Distribution Certificate or must take and pass the CSWRCB Grade 1 Distribution exam within three (3) testing cycles from appointment to the position. Must submit application for the certificate within ten (10) days of notification of passing exam.

**Other requirements:**

- Completion of and satisfactory results of pre-employment drug and alcohol test; physical examination (including x-ray) indicating fitness for duty; DMV record review; and background investigation.
- This is a safety-related position subject to the District's Drug Prevention and Employee Testing Program.