JOB DESCRIPTION

Job Title: Laborer
Type: Full-Time Union
FLSA Status: Non-Exempt
Starting Pay: $19.67 - $22.17
Reports to: Hwy Administrator & Supervisor

POSITION SUMMARY

The St. Francois County Road & Bridge Department is seeking a dependable, hardworking individual to fill a full-time Laborer position. This position performs a variety of skilled and unskilled manual labor duties associated with the construction, maintenance, and repair of County roads, bridges, and related infrastructure. Responsibilities include operating equipment, performing roadway maintenance, assisting with construction projects, and ensuring safe working conditions. The ideal candidate will demonstrate a strong work ethic, reliability, and a commitment to teamwork, safety, and public service.

ESSENTIAL POSITION DUTIES & RESPONSIBILITIES

The following statements are intended as general examples of the duties of this position and are not all-inclusive for specific positions. Other reasonable duties may be assigned.

- Perform general labor associated with the construction, maintenance, and repair of County roads, bridges, culverts, and drainage systems.
- Assist with roadway maintenance activities, including patching potholes, grading, ditch cleaning, brush removal, and debris cleanup.
- Operate trucks, tractors, power tools, and other equipment as assigned and properly authorized.
- Perform physically demanding tasks, including digging, shoveling, lifting, loading, unloading, and transporting materials.
- Assist with traffic control operations, including placing and removing signs, cones, barricades, and other safety devices.
- Perform routine inspections, cleaning, and basic maintenance of assigned vehicles, tools, and equipment.
- Assist with snow and ice removal, storm cleanup, and emergency roadway maintenance as needed.
- Follow established safety procedures and properly use required personal protective equipment (PPE).
- Work cooperatively with supervisors and coworkers to complete assigned projects safely and efficiently.
- Perform other related duties as assigned.

Qualifications:

- High school diploma or equivalent preferred.
- Valid driver's license required; Class A Commercial Driver's License (CDL) preferred.
- Previous experience in road maintenance, construction, equipment operation, or related work preferred but not required.
- Ability to successfully complete required pre-employment screening, including a drug screen and background check, consistent with applicable law.
- Ability to understand and follow verbal and written instructions.
- Ability to safely operate hand tools, power tools, and assigned equipment.

- Demonstrated dependability, punctuality, and consistent attendance.
- Ability to work effectively both independently and as part of a team.
- Willingness to work outdoors in varying weather conditions and respond to emergency situations when required.

ESSENTIAL PHYSICAL/MENTAL DEMANDS AND WORK ENVIRONMENT

The physical/mental demands and work environment characteristics described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodation may be made to enable individuals with disabilities, if accommodations would not create an undue hardship, to perform the essential functions.

- Regularly perform physically demanding work, including standing, walking, bending, stooping, kneeling, crouching, climbing, pushing, and pulling.
- Frequently lifts, carries, and moves tools, equipment, and construction materials weighing up to 50 pounds, with assistance or mechanical equipment for heavier loads.
- Works primarily outdoors and may be exposed to extreme heat, cold, rain, snow, ice, and other adverse weather conditions.
- May work on uneven terrain, along active roadways, around moving vehicles, and near heavy equipment.
- Regular exposure to noise, dust, dirt, vibration, fumes, and other conditions associated with road construction and maintenance.
- Must be able to wear required personal protective equipment and follow all applicable safety requirements.
- May be required to work extended hours, overtime, or respond to emergencies outside normal working hours, consistent with the applicable CBA.

You can apply online at https://www.sfcgov.org/employment/ or email resumes to cschrum@sfcgov.org.

The statements herein are intended to describe the general nature and level of work being performed and are not to be construed as an exhaustive list of responsibilities, duties and skills required of personnel so classified. Furthermore, they do not establish a contract of employment and are subject to change at any time due to reasonable accommodation, business demands or direction by management.

All candidates must pass a pre-employment drug screen and a background check.

St. Francois County is an equal opportunity employer and is committed to fostering a diverse and inclusive work environment. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, or protected veteran status and will not be discriminated against based on disability.