CITY OF CEDAR RAPIDS POSITION PROFILE	**JOB CODE #/TITLE:** AF159 Public Works Laborer
POSITION #/TITLE: 0319 Public Works Laborer	**Adopted:** 09-09 **Revised:**

POSITION DESCRIPTION

Dept /Division: Public Works/Maintenance	**Manager Level:** Non-Manager
Salary Plan/Description: AFS/AFSCME	**Salary Grade:** 14
Reports To Position #/Job Code #/JC Title: 2420/NB360/Public Works Maintenance Manager	**Dotted-line Reports To Position #/Job Code #/JC Title:**
FLSA Status: Non-Exempt	**City Overtime Status (Employee Type):** Non-Exempt (Exception Hourly)
Physical Demand Rating: Heavy	**Work Environment:** Uncontrolled
Pre-employment Testing: Drug and health screening after contingent offer.	**Position Testing:** Knowledge and skills test, physical agility qualifications
Personal Protective Equipment: Eye, Hand, Reflective Vest, Foot, Hearing	

General Statement of Duties

Provides labor services to Public Works Maintenance Division, or as assigned.

Distinguishing Features of the Class

Works under immediate supervision in work crews.

Examples of Essential Work (Illustrative Only)

Patches holes in streets with blacktop or concrete;
Assists the crack sealing crew within Streets workgroup;
Cuts weeds along roads;
Shovels sand from trucks to snow-covered roads;
Hand-sweeps streets to clean off debris;
Assists in the fabrication and installation of traffic signs;
Applies paint and cuts out lettering for application to signs;
Operates chipper in removal of trees;
Participates in planting and transplanting of young trees;
Manually salts streets to melt ice;
Cleans cements walks;
Shovels snow on area bridges and other areas as assigned;
Wears and properly uses safety equipment including personal protective equipment;
Performs all work duties and activities in accordance with City policies, procedures and safety practices;
Attends work regularly at the designated place and time;
Supports continuous process improvement initiatives;
Performs related work as required.

Required Knowledge and Abilities

Acquired knowledge of methods and techniques of street maintenance;
Knowledge of OSHA permit-required confined space entry protocol, respiratory;
Ability to properly utilize the following equipment and tools: hand roller and tamper, brooms, sickle, hoe, shovel, jackhammer, snow removal equipment, hand tools, concrete forms, small power tools;
Ability to work cooperatively and to maintain effective working relationships to accomplish job responsibilities;

Ability to quickly learn and put to use new skills and knowledge brought about by rapidly changing information and/or technology;
Ingenuity and inventiveness in the performance of assigned tasks.

Acceptable Experience and Training

Graduation from High School or GED; and
Requires sufficient documented prior experience to establish competency in duties performed and use of required equipment and tools. Specifically, experience with asphalt, concrete, forestry, traffic signage, construction or related work; prior job stability and public contact will also be evaluated; or
Any equivalent combination of experience and training which provides the knowledge and abilities necessary to perform the work.

Required Special Qualifications

Valid Iowa Driver's License.

Essential Physical Abilities

Requires the following with or without reasonable accommodation:
Sufficient clarity of speech and hearing, which permits the employee to communicate effectively;
Sufficient vision, which permits the employee to operate equipment and tools;
Sufficient manual dexterity, which permits the employee to operate the following equipment and tools: hand roller and tamper, brooms, sickle, hoe, shovel, jackhammer, snow removal equipment, hand tools, concrete forms, cement saw, small power tools and personal protective equipment;
Sufficient personal mobility, which permits the employee to operate machinery and work in confined spaces.