



CASCADE COUNTY

Job Vacancy Announcement

Submit all application materials to:
Cascade County Human Resources Department
325 2nd Ave N #108
Great Falls, MT 59401

Applications available at the Cascade County Human Resources Dept., www.cascadecountymt.gov or Job Service.

Position: **Laborer** Salary: **\$26.35 per hour/\$2.91 deferred to union pension**
Schedule: **Full-time with Benefits**
Department: **Public Works** Closing Date: **Open Until Filled**

At a minimum, all qualified applicants must have:

Education/Experience/Training: 2 years of employment experience in a labor related field **required**.

Certifications: Class B Type II CDL with Air Brakes, Tanker Endorsement & Manual Transmission issued by the State of Montana or the ability to obtain within 6 months of hiring date.

Copy of valid driver's license must be submitted with completed Cascade County Employment Application.

This position is subject to the Cascade County Drug and Alcohol Testing Policy, which includes pre-employment testing, post-accident testing, random testing, reasonable suspicion testing, return to duty testing, and follow-up testing.

POSITION DESCRIPTION

The Laborer is required to perform physical labor duties involving the construction, maintenance, custodial and repair of County facilities including but not limited to storm drain systems, gravel and paved roadways, bridges, right of way fences, snow fences, snow shoveling, plowing and sanding, operation of snow removal equipment, fueling equipment, building and arena setup for different events at multiple locations, heavy lifting, dirt work, operating fork lifts, tractors, trucks, skid steer loaders, wheeled loaders, lawn mowers, the use of various other laborer equipment. The Laborer is responsible for general repairs to facilities and equipment and performs some additional carpentry, welding and shop work, works independently, with a team and closely with the public, performs ground maintenance such as weed removal, lawn mowing, garbage removal and hauling before, during and after events, performs shift work and other duties as required or assigned.

ESSENTIAL JOB DUTIES AND RESPONSIBILITIES

The Laborer may conduct inventory of shop equipment and parts, including detailed records of supplies used, purchase parts, materials and tools, performs strenuous, physical labor, use tools to make various repairs, operate equipment as needed, communicate and coordinate people and activities while making good decisions and exercising good judgment, may be assigned other responsibilities such as moving furniture, installing vinyl baseboard, caulking and minor carpentry, involves exposure to solvents, dangerous fumes, sparks from grinding, welding and cutting and exposure to pesticides and other chemicals, maintain an organized, safe and healthy work and shop environment, ensuring strict compliance with all safety, security, cleanliness, environmental and HAZMAT/OSHA regulations. limited exposure in the field to poisonous snakes, stinging insects, ticks and poisonous plants.

Knowledge and understanding of: Construction, maintenance and repair practices and techniques of Public Works facilities, equipment and tools, operation, repair and maintenance of jackhammers, tree saws, fencing, snow removal and sanding equipment and various other laborer equipment, repair and maintenance of bridges, asphalt, water drainages, cattle guards and guard rails, traffic sign installation, solid waste disposal, chip sealing, rip rap installation, traffic control within construction zones, erosion control techniques, general repairs and maintenance of right of way components, construction work site operations, gravel operations and road construction, operation of forklifts, tractors, bobcats, skid steer and loaders, safety practices and procedures, trade shows, dinner events, concerts, rodeos, dog shows, sports shows, agricultural and other related event set up, dirt and sand work-up for horse shows, roping, barrel racing and rodeo, lawn mowing and maintenance equipment, tree and shrub trimming and removal, bleacher set up.

Skills in: Customer service, lawn mower operation (riding & push), power weed eaters, hand shovels, picks, pressure washers, hand-tools, minor carpentry, welding equipment, hand grinder, painting equipment, forklifts, small trucks, tractors, bobcats, skid steer, loaders and scissor lifts.

Ability to: Employ and enforce safety practices and procedures, work while wearing required personal safety equipment which includes gloves, safety glasses, etc., perform strenuous labor work such as heavy lifting and shoveling snow, set up and tear down of staging and stock panels, lift up to 100 pounds, perform activities such as lifting overhead, twisting, climbing ladders and stairs, repetitive arm motion below, at and above shoulder level

using manual dexterity of both hands and feet, estimate materials and time required to complete various tasks, read and interpret information, follow oral and written instructions, communicate effectively with supervisors, coworkers and the general public, communicate orally and in writing, perform a variety of technical maintenance and repair tasks with accuracy and speed under the pressure of time sensitive deadlines, use ingenuity and inventiveness in performance of assigned tasks, use logical thought processes to develop solutions, meet challenges with resourcefulness through original thinking and creativity, interact with the public or other employees in a pleasant and courteous manner, exercise sound judgment within established policies and procedures, respond promptly to requests for service and assistance from the public and various office personnel, observe work hours and demonstrate punctuality, observes established lines of authority, work in adverse weather and extreme temperature conditions, establish and maintain effective working relationships with department heads, supervisors, and co-workers, work collaboratively with management and co-workers, work independently and as a team member, positively direct, motivate and coordinate the work of others, operate vehicles and equipment in a safe and prudent manner, work extended hours, nights, weekends and holidays as needed, perform other duties as required or assigned.

The successful applicant shall serve a 6-month probationary period and will have a criminal background check conducted. The results thereof may disqualify the applicant from consideration for employment with the County.

This position is covered by and subject to the Collective Bargaining Agreement by and between Cascade County and LIUNA Laborer's Union Local #1686.

Notice to Applicants: Applicants who are claiming Veteran's or Handicap Preference must provide a DD-214 Discharge Document (Part 4) or DPHHS Handicap Certification and Employment Preference Form with their application for employment so Cascade County may apply the preference during the selection process.

Cascade County makes reasonable accommodations for any known disability that may interfere with the applicant's ability to compete in the recruitment and selection process or an employee's ability to perform the essential duties of the job. For Cascade County to consider such arrangements, the applicants must make known any needed accommodations.

CASCADE COUNTY IS AN EQUAL OPPORTUNITY EMPLOYER