



GEM COUNTY ROAD & BRIDGE DEPARTMENT

JOB TITLE: TRUCK DRIVER **DATE:** 11/25/2025
DEPARTMENT: ROAD & BRIDGE
REPORTS TO: DIRECTOR OF HIGHWAYS
SALARY: Starting salary \$39,520
CLOSING DATE: Open until filled
BENEFITS: Medical/Dental/Vision/Life Insurance paid by county, PERSI Retirement, Sick Leave, Vacation after 1 year, Holiday Pay, and Bereavement Leave

SUMMARY

Perform daily maintenance on Gem County Roads to improve or maintain the integrity of the roadways.

ESSENTIAL DUTIES AND RESPONSIBILITIES

- Operates heavy duty dump trucks (10-Wheel) and pull a pup trailer for hauling rock and gravel.
- Operates a truck to plow snow during the winter months.
- Performs normal daily maintenance on all equipment (fuel, grease, oil and fuel service, and other light maintenance duties).
- Report any equipment repair needs to Supervisor and Mechanic.
- Performs general laborer duties including but not limited to, maintenance and repairs on Gem County roads, bridges, culverts, and ditches.
- Ability to work with asphalt and concrete for the maintenance and repair of Gem County roads and bridges.
- Ability to operate miscellaneous equipment (roller, broom, dura patcher, tractor mower, loader, backhoe, excavator, and grader).
- Ability to properly load, secure, and transport all types of heavy equipment, while adhering to all oversized load regulations, load signage, and permitting.
- Traffic Control (flagging and sign maintenance).
- Performs other duties as assigned.
- Available to work occasional weekends, holidays, and nights as needed.

SUPERVISION OF OTHERS

- None

SPECIAL QUALIFICATIONS

- One (1) year of experience on 10 wheel dump truck ~ Minimum
- Six (6) months asphalt experience
- Knowledge of safe equipment operations

- Knowledge of light equipment maintenance (fuel equipment, change oil and fluids)
- Ability to follow oral instructions
- Possess a Valid Commercial Driver's License (CDL) class "A" with endorsement "N"
- One (1) year probation period from date of hire
- Must be able to respond within 30 minutes to the Gem County Road Department's, Emmett shop
- Random U/A drug testing
- Must pass background check and U/A test before hire

TYPICAL PHYSICAL REQUIREMENTS

- Perform manual labor
- Operate trucks for long periods of time
- Ability to stand for long periods of time
- Perform duties in all weather conditions
- Must be able to lift, turn, and carry 80lbs

APPLICATION PROCESS

- Applications are available on the Gem County website at:
https://www.gemcounty.org/departments_offices/human_resources/employment.php.
- Applications along with a resume should be submitted directly to the Gem County Road & Bridge Office at 402 N. Hayes Ave. Emmett, ID 83617 in person or by mail.
- Questions regarding this job opening should be addressed to Director of Highways at gcrb@co.gem.id.us or 208-365-3305. Applications will be accepted until the position is filled.

DISCLAIMER:

To perform this job successfully, an individual must be able to perform the essential functions satisfactorily with or without reasonable accommodation. The above statements are intended to describe the general nature and level of work being assigned to this job. They are not intended to be construed as an exhaustive list of all responsibilities, duties and skills required of individuals in the job. This job description is not an employment agreement and/or an expressed or implied employment contract. Management has the exclusive right to alter this job description at any time without notice.

Date: _____

Applicants Signature