



GEM COUNTY ROAD & BRIDGE DEPARTMENT

JOB TITLE: LABORER ~ RECURRING SEASONAL **DATE:** 12/10/2025
DEPARTMENT: ROAD & BRIDGE
REPORTS TO: DIRECTOR OF HIGHWAYS
SALARY: \$16.00 - \$18.00 an Hour/ with 40 hours a week.
CLOSING DATE: Open until filled
BENEFITS: Medical/Dental/Vision/Life Insurance is 100% County paid for employee only coverage.

SUMMARY

Perform daily maintenance and general labor on Gem County roads to improve or maintain the integrity of the roadways.

This is a recurring seasonal role with both winter and summer seasons, each providing approximately 5 months of work; off-season months are unpaid and outside of active employment.

ESSENTIAL DUTIES AND RESPONSIBILITIES

1. Follow all safety instruction/directions.
2. Assist in sign maintenance.
3. Assist in winter maintenance, driving sander truck, and/or equipment to clear snow from roadways.
4. Assist in brush and tree removal.
5. Assist in roadway maintenance (patching potholes, etc.).
6. Ability to operate roadside mower, vibratory compactor, and roadway broom.
7. Assist in culvert maintenance.
8. Assist in basic equipment maintenance.
9. Traffic Control (flagging and sign maintenance).
10. General cleanup.
11. On the job training available.

MINIMUM QUALIFICATIONS

- Ability to obtain Valid Flagging Certificate
- Ability to follow oral instructions
- Must be a minimum of 18 years of age
- Valid Idaho Class D Idaho driver's license, and/or Class A CDL
- Must be able to respond within 30 minutes of Gem County Road Department's Emmet shop
- Must pass Background Check and U/A test prior to hire

TYPICAL PHYSICAL REQUIREMENTS

- Perform manual labor
- 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.