



Clearwater County **CLASS SPECIFICATION**

GENERAL MAINTENANCE WORKER/LABORER

**Clearwater County Road & Bridge Department
2200 Michigan Ave.
Orofino, ID 83544**

Class Summary/Primary Function

The principal function of an employee in this class is to perform general physical labor on road & bridge projects. Work in this position may be seasonal (full-time/part-time). Work is performed under the direct supervision of the Road & Bridge Superintendent or Road & Bridge Road Foreman. The principal duties of this class are performed in a general outdoor environment, exposing the employee to hazardous working conditions and inclement weather.

Essential Duties and Responsibilities

- Performs physical labor tasks such as digging, moving materials, helping with road construction projects, performing ground maintenance tasks, etc.
- Operates equipment such as a forklift or other light equipment.
- Moves and stacks materials by hand or by driving a lift truck.
- Operates ground keeping equipment such as mowers, weed eaters, etc.
- Operates hand tools such as shovels, brooms, tree saws, and small hand power tools, such as drills, chain saws, sanders, etc.
- Performs manual labor and facility and ground maintenance, including cleaning, removing snow, trash pick-up and minor construction.
- Keeps immediate supervisor and designated others fully and accurately informed concerning work progress, including present and potential work problems and suggestions for new or improved ways of addressing such problems.
- Interacts with County employees, and the public effectively and professionally.
- Perform all work duties and activities in accordance with County policies, procedures, and safety practices.

Other Duties and Responsibilities

- May assist in other areas of Road and Bridge operations, such as traffic control or general road maintenance.

Clearwater County
Established: 1/31/24
Revised: 8/31/26

General Maintenance Worker/Laborer
Non-Exempt
Grade Level: 4

- Delivers and picks up materials and equipment.
- Performs other related duties as required.

Classification Requirements:

Knowledge of:

- Light equipment and tool operation and maintenance practices.
- Safe work practices relating to use of light equipment and power tools.

Ability to:

- Perform physical labor tasks.
- Operate light equipment including a forklift, backhoe, roller, and light truck.
- Operate hand and power tools safely.
- Communicate effectively and carry out both oral and written instruction.
- Maintain effective working relationships with other County employees, local elected officials, and the public.
- Work independently and manage a variety of public interactions or situations with tact and diplomacy.
- Read and adhere to Federal regulations and County policies regarding safe work practices relating to use of light equipment, power tools, and trench and confined workplace safety.
- Perform all work duties and activities in accordance with County policies, procedures, and safety practices.

Essential Physical Abilities

An employee in this class should have sufficient physical and mental capability, with or without reasonable accommodations to:

- Communicate effectively in person and comprehend written and oral instructions.
- Safely operate motor vehicles, including light equipment and operate a variety of power hand tools and adjust equipment.
- Perform heavy manual labor, lift, and carry objects up to 50 lbs. and occasionally lift and/or move objects weighing more than 50 lbs. with assistance.
- Perform essential job functions that may require heavy physical labor and may include bending, stooping, kneeling, stretching, and other physical exertions in an outdoor environment, including extremes of heat and cold.

Minimum Acceptable Experience and Training

- High School Diploma or GED; or
- Any equivalent combination of experience and training which provides the knowledge and abilities necessary to perform the essential functions of the job.

Special Qualifications

- Idaho driver's license.
- Flagger Certificate preferred.