

**CITY OF FREMONT  
Job Description**

**LABORER**

**Supervised by:** Public Works Superintendent

**Supervises:** No supervisory responsibility

**Position Summary:**

Under the supervision of the Public Works Superintendent or other public works supervisor, performs a wide range of laborer and semi-skilled tasks in support of public works operations. Depending upon workload, may operate equipment ranging from lawn mower to backhoe.

**Essential Job Functions:**

An employee in this position may be called upon to do any or all of the following essential functions. These examples do not include all of the duties which the employee may be expected to perform. To perform this job successfully, an individual must be able to perform each essential function satisfactorily.

1. Operates vehicles of various sizes and weights in the loading, hauling and unloading of equipment, materials and supplies.
2. Operates construction or power equipment such as street sweeper, back-hoe, cherry picker, dump truck, snowplow, grader, jack hammers, mowers and other types of power equipment.
3. Performs skilled maintenance and repair tasks involving carpentry, plumbing, mechanical, electrical, welding and road repair skills.
4. Greases and oils machinery.
5. Participates in snow and ice removal and leaf pick-up.
6. Participates in the mowing, trimming and fertilizing of grass, also prunes and sprays trees and shrubs.
7. Gathers and disposes of refuse and recycling materials.
8. Responds, as a crew member, to water system emergencies such as main breaks and well failures. May be assigned to duties such as barricade set up, accessing the main, or repairing the damaged pipe.
9. Performs tasks related to the wastewater and drainage system ranging from jetting to catch basin rebuilding.
10. Performs grounds and building maintenance tasks as assigned.
11. Assists in the operation of the water plant on an as-needed basis.
12. Performs related work as required.

Laborer, continued

**Required Knowledge, Skills, Abilities and Minimum Qualifications:**

The requirements listed below are representative of the knowledge, skills, abilities and minimum qualifications necessary to perform the essential functions of the position. Reasonable accommodations may be made to enable individuals with disabilities to perform the job.

- Thorough knowledge of safety procedures and precautions involved in equipment operation and public works maintenance work.
- Thorough knowledge of heavy equipment operating principles.
- Thorough knowledge of the tools, materials and equipment used in the repair and maintenance of buildings, mechanical systems, construction projects, and infrastructure systems.
- Skill in the operation of assigned vehicles, equipment and power tools.
- Ability to perform a variety of semi-skilled maintenance tasks involving carpentry, electrical, plumbing, mechanical and road construction skills.
- Ability to establish effective working relationships and use good judgement, initiative and resourcefulness when dealing with other employees and the public.
- Ability to effectively communicate and present ideas and concepts orally and in writing.
- Ability to work effectively under stress, changes in work priorities, and in emergencies.
- Education requirements include a high school diploma or equivalent. Experience requirements include one year of construction, mechanic, or building maintenance experience.
- A valid Michigan Commercial Driver's License is required.

**Physical Demands and Work Environment:**

The physical demands and work environment characteristics described here are representative of those an employee encounters while performing the essential functions of the job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

While performing the duties of this job, the employee is regularly required to stand and walk. The employee frequently is required to use hands to finger, handle, or feel; reach with hands and arms; stoop, kneel, crouch, or crawl; and talk or hear. The employee is occasionally required to climb or balance. The employee must frequently lift and/or move heavy items and occasionally move very heavy items. Specific vision abilities required by this job include close vision, distance vision, color vision, peripheral vision, and depth perception.

While performing the duties of this job, the employee is regularly exposed to moving mechanical parts and/or heavy equipment, outside weather conditions, and vibration. The employee is frequently exposed to fumes or airborne particles. The employee is occasionally exposed to wet and/or humid conditions; high, precarious places; toxic or caustic chemicals; and risk of electrical shock. The noise level in the work environment is usually loud.