

LABORER – ROAD CREW

Organization: Nampa Highway District No. 1

Department: Road Crew

Reports To: Road Foreman

FLSA Status: Non-Exempt

Position Type: Full-Time

General Statement of Duties

Performs a variety of manual labor and equipment operation duties in the maintenance, repair, and construction of district roadways and related infrastructure. Work includes operating dump trucks and other roadway maintenance equipment, assisting with road construction projects, and performing general labor tasks required to maintain safe and functional roadways. Duties may include hauling materials, assisting with roadway reconstruction, chip sealing, drainage work, and winter snow removal operations. Performs related work as assigned by the Road Foreman.

Characteristics of the Job

Work involves physical labor and the use of skills acquired through experience and on-the-job training. The employee works under the direct supervision of the Road Foreman, who provides work assignments and reviews completed work for quality and adherence to district standards.

The position regularly operates Class A diesel dump trucks and other highway maintenance equipment in support of district operations. Employees may be trained to operate a variety of construction and maintenance equipment as needed. Work is performed outdoors in a variety of weather conditions and may involve exposure to dust, noise, traffic, and other hazards typical of roadway construction and maintenance environments.

Examples of Job Duties

- Loads, unloads, hauls, spreads, and dumps materials such as gravel, asphalt, sand, dirt, and other roadway maintenance materials to and from job sites.
- Assists with roadway maintenance and construction projects including grading, patching potholes, crack sealing, chip sealing operations, road rebuilding, and shoulder maintenance.
- Performs general labor tasks such as shoveling, raking, sweeping, lifting, and clearing debris from roadways, ditches, and work sites.
- Assists with installation and maintenance of drainage structures such as culverts, ditches, and stormwater control features.
- Operates Class A diesel dump trucks and pup trailers to transport materials for construction and maintenance activities.

- Operates snowplow and sanding trucks during winter operations to maintain safe roadway conditions.
- Operates boom trucks for elevated work such as tree trimming or other maintenance, adhering to all safety procedures when working at heights.
- May be trained to operate various pieces of heavy equipment including excavators, road graders, road grinders, loaders, rollers, and other highway maintenance equipment as assigned.
- Assists with traffic control by placing cones, signs, barricades, and flagging traffic to ensure safe work zones.
- Performs basic preventative maintenance on trucks, tools, and equipment including inspections, fueling, cleaning, and reporting mechanical issues.
- Works as part of a crew to complete projects efficiently and safely while following district policies and safety procedures.
- All Road and Bridge crew members are part of the district Snow Crew and will be required to work extended hours, overtime, and on-call shifts during winter weather events for snow removal and roadway maintenance.
- Participates in a rotating on-call schedule to respond to after-hours emergencies such as downed or damaged signs, roadway hazards, storm damage, or other incidents affecting roadway safety.
- Responds to emergency calls outside of normal working hours within 60 minutes when assigned on-call or when directed by supervision.
- Works extended hours, evenings, weekends, and holidays as needed for emergency response, road hazards, or snow removal operations.
- Performs other related duties as assigned by the Road Foreman or district management.

Required Knowledge, Skills, and Abilities

- Possess and maintain a valid Idaho Class A Commercial Driver's License (CDL) with N (tanker) endorsement and maintain a good driving record.
- Knowledge of road construction and maintenance practices including materials, tools, and equipment used in roadway work.
- Knowledge of traffic laws, safety procedures, and regulations applicable to operating commercial vehicles and construction equipment.
- Ability to operate large trucks and equipment in a safe and skillful manner.
- Ability to perform routine inspections and identify maintenance or mechanical issues with vehicles and equipment.
- Ability to understand and follow written and oral instructions and work effectively as part of a crew.
- Ability to perform physically demanding work for extended periods, including lifting, bending, shoveling, raking, and operating tools and equipment.

- Ability to work outdoors in varying weather conditions including heat, cold, snow, and rain.
 - Ability to recognize workplace hazards and follow appropriate safety procedures.
-

Work Schedule

- Monday–Thursday, 6:30 a.m. – 5:00 p.m.
 - Most Federal holidays observed.
 - Occasional overtime and after-hours work required.
 - On-call status during winter maintenance and emergency events.
-

Physical Requirements

- Ability to lift and carry up to 50 pounds on a regular basis.
 - Ability to stand, walk, bend, kneel, climb, and perform repetitive physical tasks throughout the workday.
 - Ability to work in outdoor environments and around heavy equipment and moving traffic.
-

Minimum Qualifications

- High school diploma or GED preferred.
 - Must possess a valid Idaho Class A Commercial Driver's License (CDL) with N (tanker) endorsement.
 - Experience operating commercial trucks, construction equipment, or performing road maintenance work is preferred but not required. Training may be provided.
 - Must maintain a good driving record and be insurable under the district's vehicle insurance policy.
 - Must successfully pass a pre-employment drug screening and comply with all district and Department of Transportation (DOT) drug and alcohol testing requirements applicable to CDL drivers.
 - Must be able to successfully pass any required pre-employment screenings, including driving record checks and any other requirements established by the district.
 - Must be able to work overtime, weekends, holidays, and participate in a rotating on-call schedule as required for snow removal and emergency roadway response.
-

Working Conditions / Work Environment

- Work is performed primarily outdoors in a variety of weather conditions including extreme heat, cold, wind, rain, snow, and ice.
- Work may expose employees to dust, smoke, noise, vibrations, traffic hazards, heavy equipment, and other conditions commonly associated with road construction and maintenance activities. Employees may occasionally work in areas affected by wildfire smoke or reduced air quality conditions while performing

roadway maintenance duties.

- Work may require operating equipment at elevated heights, such as boom trucks for tree trimming, with exposure to fall hazards. Employees must follow all safety procedures and wear appropriate fall protection.
- Employees may be required to work near moving traffic and large construction equipment, requiring constant attention to safety procedures.
- Work involves physically demanding tasks, including lifting, carrying, bending, climbing, kneeling, shoveling, raking, and standing for extended periods.
- Employees may be required to work extended hours, nights, weekends, and holidays, particularly during snow removal operations or emergency situations.
- Employees must wear appropriate personal protective equipment (PPE) including safety vests, hard hats, eye protection, hearing protection, gloves, and other required safety gear when performing assigned duties.

Introductory Period

This position is subject to a three (3) month introductory period. Performance and wage adjustments may be evaluated upon completion of the introductory period.

Disclaimer

This job description is not intended to be all-inclusive. It identifies the major duties and responsibilities of the position; however, employees may be required to perform other job-related duties as assigned. This position is not limited to truck driving and requires participation in a wide variety of road maintenance, construction, and operational activities necessary to support the Highway District.