

**APPANOOSE COUNTY SECONDARY ROAD DEPT.  
Job Description**

**JOB TITLE: Laborer**

**Exempt (Y/N):** No

**SALARY LEVEL:** \$26.62

**SUPERVISOR:** ROAD FOREMAN

**PREPARED BY:** KENZIE MILANI

**APPROVED BY:** BRAD SKINNER

**FULL TIME**

**DIVISION:** SECONDARY ROADS

**DEPARTMENT:** MAINTENANCE

**DATE:** 09/24/25

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**SUMMARY:** Assists in maintaining highways, rural roads, bridges and rights-of-way in safe condition by performing the following duties.

**ESSENTIAL DUTIES AND RESPONSIBILITIES** include the following. Other duties may be assigned.

Erects and repairs guardrails, highway markers, and bridges.

May assist in construction of bridges.

May assist in placing culverts.

Dumps, spreads, and tamps asphalt with pneumatic tamper to patch broken or eroded pavement.

Drive dump trucks and other maintenance trucks involved with installing culvert, repair of bridges, and snow plowing.

During winter months may have to assist in installing, removing, and storing tire chains weighing as much as 230 lbs or plow snow.

Performs repairs and maintenance on County roads, equipment and facilities.

Ability to spray and remove brush county roadways

**QUALIFICATION REQUIREMENTS:** To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed below are representative of the knowledge, skill, and/or ability required. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

**EDUCATION and/or EXPERIENCE:**

High school diploma or general education degree (GED); or one to three months related experience and/or training; or equivalent combination of education and experience.

**LANGUAGE SKILLS:**

Ability to read and interpret documents such as safety rules, operating and maintenance instructions, and procedure manuals. Ability to write routine reports and correspondence. Ability to speak effectively before groups of customers or employees of organization.

**MATHEMATICAL SKILLS:**

Ability to calculate figures and amounts utilizing basic math skills.

**REASONING ABILITY:**

Ability to apply commonsense understanding to carry out instructions furnished in written, oral, or diagram form. Ability to deal with problems involving several concrete variables in standardized situations.

**CERTIFICATES, LICENSES, REGISTRATIONS:**

Maintain Iowa driver's license Class "A" W/Air Brake Endorsement, or ability to obtain within three months of hire.

Maintain a valid pesticide applicator's license in Category 1A (Agriculture) and 6 (Right-of-Way), or ability to obtain within three months of hire.

**PHYSICAL DEMANDS:** The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

Surface types: Concrete, earth, grass, granular, and metal.

Terrain types: Various (smooth to rough)

Hand Controls: both hands

Foot Controls: both feet

While performing the duties of this job, the employee is regularly required to reach with hands and arms. The employee frequently is required to stand; walk; use hands to finger, handle, or feel objects, tools, or controls; climb or balance; and talk or hear. The employee is occasionally required to sit; stoop, kneel, crouch, or crawl; and taste or smell.

The employee must regularly lift and/or move up to 10 pounds, frequently lift and/or move up to 50 pounds, and occasionally lift and/or move more than 100 pounds. Specific vision abilities required by this job include close vision, distance vision, color vision, peripheral vision, depth perception, and the ability to adjust focus.

**WORK ENVIRONMENT:** The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this 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 regularly works near moving mechanical parts and in outside weather conditions. The employee frequently works in high, precarious places and may be exposed to fumes or airborne particles, toxic or caustic chemicals, and vibration. The employee is occasionally exposed to wet and/or humid conditions, extreme cold, extreme heat and risk of electrical shock.

The noise level in the work environment is usually very loud.

**PROTECTIVE CLOTHING AND PERSONAL DEVICES** (but not limited to): Earplugs, goggles or safety glasses, hard hat, gloves, compliant reflective clothing for use in highway rights-of-ways, safety shoes per County policy, welding protection, etc.

**MACHINES, TOOLS, EQUIPMENT, & WORK AIDS USED** (but not limited to): shovel, chain saw, tire chains, large knife, sledgehammer, wrench (hand & power), grease gun, pickups, trucks, some equipment, sprayer.

#### **DEFINITION OF: PHYSICAL DEMANDS/WORKS ENVIRONMENT**

Regularly = 67%+

Frequently = 34% to 66%

Occasionally = 0% to 33%