

**TOWN OF CANTON, NORTH CAROLINA**  
**CLASS DESCRIPTION**  
**CLASS TITLE: LABORER**

**Department:** Public Works  
**Reporting To:** Labor Crew Leader  
**Direct Reports:** None  
**FLSA Status:** Non-exempt

**GENERAL DESCRIPTION OF CLASS:**

Under immediate supervision, performs a variety of unskilled and limited semi-skilled manual labor tasks; performs other duties as required.

**ESSENTIAL FUNCTIONS:**

- Performs a variety of unskilled manual tasks in the cleaning and maintenance of streets, sidewalks, parks, and facility grounds.
- Performs a variety of semi-skilled labor tasks in the repair and construction of parks and facilities.
- Performs a variety of heavy manual tasks in the construction and repair of streets and sidewalks.
- Operates light to heavy construction equipment, trucks, and other specialized equipment.
- Operates various hand tools and heavy duty electric and pneumatic tools.
- Performs minor maintenance on motorized equipment.
- Cleans equipment and vehicles.
- Hauls material and equipment.
- Assists in the loading and unloading of materials.
- Cleans and maintains shop.
- Cross trains to learn other skills within the Department as needed.
- Performs related work as assigned.

**KNOWLEDGE, SKILLS, AND ABILITIES:**

- Working knowledge of the tools and equipment required for the work assigned.
- Ability to perform heavy manual labor for extended periods of time in varying weather conditions.
- Ability to understand and follow verbal instructions.
- Ability to deal courteously with the general public.
- Ability to cooperate and work as a team member in carrying out assignments.
- Ability to establish and maintain effective working relationships with other employees.

**EDUCATION AND EXPERIENCE REQUIRED:**

- High school diploma or GED.
- One (1) year of experience in building or site construction, grounds maintenance, facility maintenance, or related field.

**SPECIAL REQUIREMENTS:**

- Valid Class B Commercial Driver's License or ability to obtain within six (6) months of hire.

**WORKING CONDITIONS:**

- The job may risk exposure to bright/dim light, dusts and pollen, extreme heat and/or cold, wet or humid conditions, extreme noise levels, animals/wildlife, vibration, fumes and/or noxious odors, traffic, moving machinery, electrical shock, heights, disease/pathogens, toxic/caustic chemicals, and explosives.
- Majority of work is performed outside of with exposure to unpleasant environmental conditions and/or hazards.
- Frequent physical effort is required.

## **ADA COMPLIANCE**

The Town of Canton is an Equal Opportunity Employer. ADA requires the Town to provide reasonable accommodations to qualified individuals with disabilities. Prospective and current employees are invited to discuss accommodations.

### Physical Requirements:

- Must be able to perform medium heavy work exerting up to 50 pounds of force occasionally; and/or up to 20 pounds of force frequently; and/or up to 10 pounds of force constantly to move objects.
- Requires standing, walking, fingering, feeling, and repetitive motions.
- Vocal communication is required for expressing or exchanging ideas by means of the spoken word; hearing is required to perceive information at normal spoken word levels.
- Visual acuity is required for preparing and analyzing written or computer data, determining the accuracy and thoroughness of work, and observing general surroundings and activities
- Must be able to perform basic life functions of climbing, balancing, stooping, kneeling, crouching, reaching, standing, walking, lifting, fingering, grasping and repetitive motion.
- The job requires normal visual acuity, depth perception and field of vision, hearing and speaking abilities, color perception, odor perception.
- Must possess visual acuity to use measurement devices; to assemble parts at distances close to the eyes, to operate hand, motorized and heavy equipment and trucks as well as for safety and quality of work issues, and to determine the accuracy, neatness and thoroughness of work assigned.