

## **PUBLIC NOTICE**

### **Job Opening-Laborer Street Dept.**

The City of Rainbow City is now taking applications for a full-time Laborer position in the Street Department. Full benefits (100% paid premium BCBS health/dental insurance, LTD, vacation, sick, State of Alabama Retirement, \$25,000 paid life insurance premium, and 10 paid holidays per year). CDL (Class A or B) is preferred. Some nights and weekends (overtime) may be necessary depending on circumstances. Must be willing to work outdoors and in inclement weather. Job Description is attached.

Closing Date: No Closing Date

An equal opportunity employer in compliance with ADA regulations, Alabama Drug-Free Workplace Policy and a participant of E-Verify.

**I, BETH LEE, CITY CLERK OF THE CITY OF RAINBOW CITY, ALABAMA, DO HEREBY CERTIFY THAT THE FOREGOING JOB OPENING WAS DULY POSTED ON THE 15<sup>th</sup> DAY OF AUGUST, 2024 AT THE FOLLOWING LOCATIONS:**

**RAINBOW CITY HALL  
RAINBOW CITY PUBLIC LIBRARY  
LOCAL JOE'S  
[www.rbcAlabama.com](http://www.rbcAlabama.com)**

# CITY OF RAINBOW CITY

## JOB DESCRIPTION

Job Title: Equipment Operator

Department: Public Works Department and Street Department

FLSA:

Grade:

Safety Sensitive Job: Yes

Security Sensitive Job: No

Job Description Prepared: June 2022

Note: Statements included in this description are intended to reflect in general the duties and responsibilities of this job and are not to be interpreted as being all-inclusive. The employee may be assigned other duties that are not specifically included.

### Relationships

Reports to: Supervisor- Street Department

Subordinate Staff: None

Internal Contacts: Street Department Work Crews; Parks and Recreation Department; Fire Department; Police Department

External Contacts: General Public; Concrete Companies; Paving Companies; General Public; Utility Companies (Alabama Power Company, Spire, AT&T, others); Water Board; Cable Companies

### Job Summary

Under the supervision of the Supervisor-Street Department, employees in this job perform a range of tasks and duties associated with Street Department (Department) jobs and projects. These tasks and duties include, but are not limited to, operating light, medium, and heavy-duty equipment, monitoring all utilized equipment for needed maintenance or repairs, performing concrete work, and welding and cutting metals and other materials. Employees in this job may serve as a work crew leader for specific projects or jobs as assigned by the Supervisor- Street Department. This job is considered safety-sensitive and is subject to a background check and random drug screens.

## Essential Functions

**ESSENTIAL FUNCTIONS:** The following list was developed through a job analysis; however, it is not exhaustive and other duties may be required and assigned. A person with a disability which is covered by the Americans with Disabilities Act (ADA) must be able to perform the essential functions of the job unaided or with the assistance of a reasonable accommodation.

**ESSENTIAL FUNCTION: Equipment Operation. Employee operates a variety of light, medium, and heavy-duty equipment in accordance with established operating procedures and requirements.**

1. Operates bush hog (tractor-mounted brush cutter), dump trucks, trash trucks, roller/compactors, bulldozers, bucket trucks, skid-steer equipment, tractors, backhoes, excavators, and equipment moving trucks and trailers.
2. Monitors all utilized equipment for needed repairs and maintenance.
3. Performs routine (daily) checks on all utilized equipment to ensure equipment is fully operational.
4. Serves as a member of a Department project work crew while operating equipment as needed; may also serve as a work crew leader for assigned jobs or projects.

**ESSENTIAL FUNCTION: Metal Welding and Cutting. Employee performs skilled welding and cutting tasks associated with joining and cutting diverse types of metal and other materials.**

1. Performs welding tasks to join a wide variety of metals using electric welding equipment.
2. Performs metal cutting tasks utilizing a range of manual and automated cutting equipment.
3. Operates all welding and cutting equipment safely and in accordance with established operating guidelines and instructions.

**ESSENTIAL FUNCTION: Other Tasks and Duties. Employee performs a range of miscellaneous tasks and duties associated with the provision of effective and efficient Department services.**

1. Cleans ditches using appropriate equipment.
2. Installs drainpipes; prepares drainage sites for pipe installation.
3. Operates trash truck to collect curbside trash.
4. Performs concrete work: site preparation, pouring, finishing.
5. Repairs or replaces street signage when needed.
6. Trims trees along streets and roadways.



## NON-ESSENTIAL FUNCTION:

Performs other job-related duties as required or assigned.

### Knowledge, Skills, and Abilities

(\*Can be acquired on the job)

1. \*Knowledge of City rules, regulations, policies, and procedures.
2. \*Knowledge of City geography, road, and bridge systems.
3. Knowledge of safety rules including accident causation and prevention.
4. Knowledge of light, medium, and heavy equipment operating procedures and methods.
5. Knowledge of metal welding and cutting procedures and methods.
6. Communication skills to effectively communicate internally orally and in writing.
7. Verbal skills to effectively communicate with co-workers, supervisors, the general public, over the telephone and two-way radio.
8. Reading skills to understand and interpret City directives, procedures, and instructions.
9. Possess strong critical thinking skills.
10. Writing skills to develop professional letters, reports, and other materials using correct English, grammar, punctuation, and spelling.
11. Math skills to perform basic mathematical calculations.
12. Ability to serve as a work crew member.
13. Ability to serve as an assigned work crew leader for specific projects or jobs.
14. Ability to operate a variety of light safely and effectively, medium, and heavy-duty equipment; ability to operate equipment moving vehicles safely and effectively.
15. Ability to use small hand tools (saws, wrenches, screwdrivers, etc.).
16. Ability to monitor equipment for needed maintenance and repairs.
17. Ability to use a multiline telephone, smart phone, and two-way radio.
18. Ability to deal with all contacts in a courteous and patient manner.
19. Ability to prioritize work projects and multi-task.
20. Ability to work with little or no supervision.
21. Ability to drive.

### Minimum Qualifications

1. Possess a high school diploma or GED.
2. Minimum of three (3) to five (5) years of work experience; prefer experience in light, medium, and heavy-duty equipment operation.
3. Must possess a Class A Commercial Driver's License (CDL); must be insurable.
4. Ability to maintain all required certification/credentials.
5. Ability to work non-standard hours.

6. Ability to pass a pre-employment background check and an initial drug screen.

### Physical Demands

The work requires considerable and strenuous physical exertion such as frequent climbing of tall ladders, lifting heavy objects over 50 lbs., crouching, or crawling in restricted areas, and defending oneself or others from physical attack.

### Work Environment

The work environment involves high risks with exposure to potentially dangerous situations or unusual environmental stress which require a range of safety and other precautions, e.g., working at great heights under extreme weather conditions, subject to physical attack or mob conditions, or similar situations where conditions cannot be controlled.

### Equal Opportunity Employment Statement

Rainbow City is an equal opportunity/affirmative action employer that is committed to diversity and inclusion in the workplace. We prohibit discrimination and harassment of any kind based on race, color, sex, religion, sexual orientation, national origin, disability, genetic information, pregnancy, or any other protected characteristic as outlined by federal, state, or local laws. This policy applies to all employment practices within our organization, including hiring, recruiting, promotion, termination, layoff, recall, leave of absence, compensation, benefits, training, and apprenticeship. Rainbow City makes hiring decisions based solely on qualifications, merit, and business needs at the time.

### Acknowledgment

*I acknowledge that I have received a copy of my job description.*

*I am aware that any questions about my job performance expectations should be referred to my supervisor or department director.*

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Printed name

Signature

Date