

EXHIBIT C-13
CLASSIFICATION SPECIFICATION

Job Title: Laborer

Department: Leak Repair / Pipe Replacement / Ditch Maintenance / Facility Maintenance

General Job Description

Under the direction of the Water Division Manager, Construction Foreman, Maintenance Foreman, Irrigation Foreman, Operator, or Ditch Tender:

works as a member of a crew to efficiently and productively provide assistance as needed in the repair, replacement, operations and maintenance of Agency facilities;

performs a wide variety of unskilled and manual tasks.

Prerequisite Qualifications

Knowledge and experience in the use of basic construction tools and equipment, and the basic hand and power tools such as shovel, mattock, chain saw, weed eater, etc.

Valid Class 3 California driver license and satisfactory driving record.

Basic Work Hours: 7:00 AM to 3:30 PM, Monday through Friday.

Hourly Compensation Range: See Exhibit A of the M.O.U. between Agency and Union.

Essential Job Duties:

1. Task: Assists in the installation of water mains and fittings.

Physical Demand: Sitting; standing; walking; lifting; pushing, pulling and carrying (regularly up to 25 lbs., frequently up to 50 lbs., and infrequently up to 100 lbs.); kneeling; stooping; bending; squatting; close vision; use of hands to finger, handle or feel objects, tools or controls.

2. Task: Assists in the repair of pipe leaks on Agency's distribution system.

Physical Demand: Sitting; standing; walking; lifting, pushing, pulling and carrying (regularly up to 25 lbs., frequently up to 50 lbs., and infrequently up to 100 lbs.); kneeling; stooping; bending; squatting; close vision; distance vision; use of hands to finger, handle, or feel objects, tools or controls; driving vehicle.

3. Task: Assists in the placement of asphalt-concrete paving material.

Physical Demand: Sitting; standing; walking; lifting, pushing, pulling and carrying (regularly up to 25 lbs., frequently up to 50 lbs., and infrequently up to 100 lbs.); kneeling; stooping; bending; squatting; close vision; use of hands to finger, handle, or feel objects, tools or controls.

4. Task: Assists in the cleaning and maintenance of Agency irrigation ditches and canals.

Physical Demand: Sitting (traveling to job site); standing; walking; lifting, pushing, pulling and carrying (regularly up to 25 lbs., frequently up to 50 lbs., and infrequently up to 100 lbs.); kneeling; stooping; bending; squatting; close vision; use of hands to operate hand and power tools.

5. Task: Applies weed control chemicals to ditch banks and around above-ground Agency facilities.

Physical Demand: Standing; walking; lifting and carrying (regularly up to 25 lbs., frequently up to 50 lbs.); distance vision; use of hands to finger, handle, or feel objects, tools, or controls.

Marginal Job Duties:

1. Task: Assists in controlling traffic to facilitate the repair, replacement, operating and maintenance of Agency facilities.

Physical Demand: Standing; walking over uneven ground; distance vision; speaking; hearing; use of hands to hold and manipulate signs, and to give direction to vehicle operators.

2. Task: Maintains tools and equipment.

Physical Demand: Sitting; standing; walking; lifting, pushing, pulling and carrying (regularly up to 25 lbs., frequently up to 50 lbs.); kneeling; stooping; bending; squatting; close vision; use of hands to finger, handle, or feel objects, tools or controls.

3. Task: Repair and maintenance of Agency buildings and grounds.

Physical Demand: Sitting; standing; walking; lifting, pushing, pulling and carrying (regularly up to 25 lbs., frequently up to 50 lbs., and infrequently up to 100 lbs.); kneeling; stooping; bending; squatting; close and distance vision; use of hands to finger, handle, or feel objects, tools or controls.

Environmental Demands:

Outside: Almost always works outside in a variety of weather conditions ranging from snow to +100° F.

Inside: Seldom works indoors in temperature-controlled environment.

Fumes/Gases: Exposure to fumes from internal combustion engines; exposure to dust generated during construction operations; exposure to fumes from weed control chemicals.

Noise/Vibration: Moderate exposure to noise, and minimal vibration from tools and equipment.

Mental Requirements:

Reading: Reads road maps, instructions, work orders, safety manuals, letters, reports, memos and messages.

Writing: None.

Math: Ability to count and measure.

Attention to Detail: Medium level concentration and attention to detail to produce an acceptable level of workmanship.

Repetition: Routine daily work practices.

Judgment: Works under direct supervision; minimal judgment required.

Social Skills: Ability to relate cooperatively with members of the public, and Agency personnel.

Communication Skills: Ability to understand communications from others. Ability to communicate all hand signals related to construction operations.