

LABORER

DEFINITION

Under supervision, performs a variety of building, equipment, grounds or manual maintenance work and operates light equipment.

SUPERVISION RECEIVED/EXERCISED

Receives supervision from assigned Supervisor. This class does not exercise supervision.

DISTINGUISHING CHARACTERISTICS

Laborer is a semiskilled working level maintenance class in which incumbents perform a variety of services at City facilities and on public and private properties throughout the City. Depending upon area of assignment, responsible for general custodial work, grounds keeping, general building maintenance and laborer work. Incumbents may be required to work with adult offenders and parolees. Incumbents may also be required to work weekends and holidays and may work independently or as a member of a work crew.

EXAMPLES OF IMPORTANT AND ESSENTIAL DUTIES

(may include, but not limited to, the following:)

Participates in the repair of streets and gutters, including concrete maintenance and minor construction.

Assists in the cleaning, flushing, and repair of sewers and related structures.

Participates in the installation, maintenance, and repair of the water production and distribution and wastewater collection and treatment systems.

Assists in the assembly, installation, maintenance, and removal of traffic control signs.

Participates in the light fabrication and maintenance of bus stops, signs, shelters, and benches.

Participates in the sweeping of streets, gutters, alleys, and floors; abatement of public nuisances, such as waste tire removal; cleans restrooms; washes windows; and cuts weeds.

Assists in reconditioning and general maintenance of facilities, equipment, buildings, and grounds; opens rooms and sets up for the public.

Assists in setting up and taking down displays, stages, and stage equipment.

Performs repairs, cleaning, assembly, and reconditioning of refuse bins as needed.

Assists with the operation of a variety of equipment including pressure washers, free sprayers,

paint trailer units and boom lifts to remove graffiti.

Assists and participates in homeless encampment removal and clean up.

Clean, fuel, and prepare City vehicles and equipment for operation.

Mow (no gang mower), edge and fertilize grass and grounds; plant and prune plants, trees and shrubs and disposes trimmings.

Performs a variety of unskilled and semiskilled duties involving light or heavy manual labor in maintenance and construction throughout the City.

Operates light equipment and various hand tools.

Collects and disposes of waste, including biohazards, needles, and hazardous objects.

Conducts pre/post trip vehicle inspections on assigned trucks and trailers.

Performs related duties as required.

Police:

Works with the K9 and mounted patrol units, including regular interactions with dogs and horses in a variety of work environments.

JOB RELATED AND ESSENTIAL QUALIFICATIONS

Knowledge of:

Common hand and power tools and equipment utilized in assigned area of responsibility.

Occupational hazards and safety precautions of the trade.

Assigned department rules, regulations, and procedures.

Basic custodial, equipment, building, or grounds maintenance practices.

Skill/Ability to:

Perform light and heavy manual labor for extended periods and under adverse weather conditions.

Understand and follow oral and written instructions.

Use standard office equipment including computers, cell phones, handheld tablets, and various software applications.

Complete daily reports and forms.

Read and write English at the level necessary to perform the job.

Work on an assigned schedule or route and to work alone on assigned routine tasks.

Safely operate light equipment and various hand tools.

Work at heights in confined spaces.

Work in environments with regular exposure to hazardous materials and loud noises including heavy machinery and equipment.

Establish and maintain effective working relationships.

MINIMUM QUALIFICATIONS

Education:

Possession of a High School Diploma or equivalent GED completion.

Experience:

Six (6) months of continuous, full-time paid general labor or comparable experience.

Special Requirements

Possession of a valid California Class C Driver's License may be required at the time of application and continued maintenance throughout the entire term of employment in the classification.

PHYSICAL DEMANDS

The physical demands described here are representative of those that are necessary to safely, effectively, and efficiently perform the essential functions of this job with or without reasonable accommodation.

This classification's physical demands involve heavy work exerting up to 100 pounds of force occasionally with assistance, and/or up to 50 pounds of force frequently, and/or up to 20 pounds of force constantly to move objects. Additionally, the following physical demands may be required: balancing, climbing, crawling, crouching, feeling, manual dexterity, grasping, handling, hearing, kneeling, lifting, mental acuity, pulling, pushing, reaching, repetitive motion, speaking, standing, stooping, talking, visual acuity, walking,

APPROVED: _____
Signature on File
Director of Personnel Services

DATE: 10/20/2025

TJM:scm 7/26/13
Revised: EVG/C&C: 10/20/2025