

YUROK TRIBE JOB DESCRIPTION
Watershed – Road Maintenance Division
Road Worker III

Job Title:	Road Worker III			Job Code	7
Department	Watershed	Program Area	Road Maintenance	Location	
Reports To:	Director, Road Maintenance Foreman, Road Worker IV		FLSA Status	Non Exempt	
ALL HIRING IS SUBJECT TO THE YUROK TRIBE'S HIRING PREFERENCE					
Salary Range	\$19.72-25.63				

POSITION SUMMARY:

Under general supervision, to perform a variety of semi-skilled and skilled assignments in the maintenance, repair, upkeep, and construction of Tribal roads, bridges, and drainage systems; to operate light and moderately heavy power-driven trucks and equipment, and to do related work as required.

All employees of the Yurok Tribe Road Maintenance Department (YTRMD) will be respectful and aware of culturally significant areas. All employees of the YTRMD shall take a cultural monitoring class when available. Protection of sacred sites and landmarks in any project area will take priority over any task that needs to be completed.

DUTIES AND RESPONSIBILITIES:

1. Performs a variety of manual construction and maintenance work on tribal roads, bridges, and drainage systems.
2. Routinely operates power-driven equipment such as various size trucks, sand and chip spreaders, brushers, backhoes, graders, water trucks, snow removal equipment, medium size tractor bulldozers, including grid rollers, large vibrating rollers, and forklifts.
3. Receives training on the larger vehicles and heavier equipment.
4. Inspects ditches, drainage areas and roadside shoulders for debris; remove debris and weeds.
5. May perform semi-skilled concrete work in the construction and maintenance of culverts, and related structures.
6. Rebuild and resurface roads.
7. Cuts and prepares roads for patches, using hot and cold mix; repairs asphalt mix, oils and chip seals roads.
8. Installs and repairs storm drains and underground pipes; removes blockages from storm drains.
9. Makes repairs to bridges and other structures; builds forms, pours and finishes concrete footing, piers, and slabs.
10. Performs a variety of maintenance work in the construction, maintenance, operation and repair of roads, bridges, and related facilities.
11. Operates hand tools such as jack-hammers and chain saws.

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12. Assist with the maintenance and repair of construction equipment and performs routine servicing of equipment such as changing oil and filters.
13. Checks roads for hazards.
14. Maintain records of materials and equipment used.
15. Operates a two-way radio.
16. Other duties as assigned.

MINIMUM QUALIFICATIONS:

- **Education/Experience:** Any combination of training and experience which would likely provide the required knowledge and abilities is qualifying. A typical way to obtain the required knowledge and abilities would be three (3) years of road maintenance work and construction experience comparable to work at a level equivalent to the Yurok Tribe Road maintenance Worker II classification.
- Experience in of safe work practices. General procedures, tools, equipment and materials used in the maintenance and construction of roads bridges, and associated transportation facilities. Operation of routine maintenance of power equipment, including trucks and related equipment. Procedures and techniques of asphalt and concrete work.
- Ability to perform a variety of unskilled, semi-skilled, and skilled work in the maintenance, construction, and repair of tribal roads, bridges, and associated transportation facilities.
- Operate equipment including graders, backhoes, trucks, rollers, and related equipment.
- Read and interpret basic maps and blueprints.
- Ability to perform manual labor.
- Ability to follow oral and written directions.
- Maintain and make basic repairs to equipment, not requiring journey level mechanic skills.
- Establish and maintain cooperative working relationships.
- All applicants are subject to the Tribe's Drug and Alcohol Free Work Place Policy including pre-employment screening.
- Valid, unrestricted Class A California Driver's license with Air Brake and Tank Vehicle endorsements, and shall, through the duration of their employment with the Tribe, maintain said license and endorsements.
- Must be insurable on the Tribe's insurance policy.
- Must pass a comprehensive background check.

SUPERVISORY RESPONSIBILITIES:

None

CONDITIONS OF EMPLOYMENT

1. All applicants are subject to the Tribe's Drug and Alcohol Free Work Place Policy including pre-employment screening.

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2. Valid state Class A California issued driver’s license.
3. Must be insurable on the Tribe’s insurance policy.
4. Must pass a background check.
5. LANGUAGE SKILLS: Must have the ability to read, write and comprehend simple instructions, short correspondence, and memos. With ability to effectively present information in one-on-one and small group situations to customers, clients, and other employees of the organization. Knowledge of Yurok language is preferred but not required.
6. REASONING ABILITY: Apply common sense understanding to carry out instructions furnished in written, oral and/or diagram form. With ability to deal with problems involving several concrete variables in standardized situations.
7. PHYSICAL DEMANDS: Frequently stand and walk; walk for long distances and on sloped ground and slippery and uneven surfaces; normal manual dexterity and eye-hand coordination; must be able to maintain stamina during sustained physical activity; finger dexterity and arm-hand steadiness to use a variety of hand and power tools; must be able to reach and lift arms above the shoulder; ability to lift material weighing over 100 lbs. with assistance; ability to bend, stoop, kneel, crawl, and crouch; corrected hearing and vision to normal range; verbal communication; ability to wear safety and protective clothing such as hard hats, safety glasses/goggles, ear plugs, respirators, gloves, boots and chemical resistant clothing; use of hand tools, chain saws, and jackhammers.
8. TYPICAL WORKING CONDITIONS: Work is performed outside in varying temperature, weather, and humidity conditions; some work is performed alone and in remote locations; work is performed in an environment with constant noise; exposure to gasses, solvents, fumes, dust, grease and oils; exposure to moving equipment, electrical current, biting insects, and poison oak; work hours may be irregular due to seasonal conditions; constant contact with staff and the public.
9. VISION REQUIREMENTS:
 - Close vision (clear vision at 20 inches or less).
 - Color vision (ability to identify and distinguish colors).
 - Depth perception (three-dimensional vision, ability to judge distances and spatial relationships).
 - Ability to adjust focus (ability to adjust the eye to bring an object into sharp focus).

I, _____, (print name), acknowledge receiving a copy of this job description. I also understand that, as an employee, I am expected to perform my assigned duties, to read and abide by all Yurok policies and procedures—personnel, vehicle usage, procurement, etc. I understand that any violations of all established policies and procedures may lead to disciplinary measures, up to and including termination.

Employee Signature

Date

Employee #

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Supervisor Signature

Date