

**Laborer:** Perform a variety of unskilled manual tasks that may require sustained medium to heavy physical effort and may involve exposure to all kinds of weather conditions. As a member of the town highway crew, a laborer may become engaged in tasks that include but are not limited to the following;

1. Clearing trash from roadways and right of way.
2. Perform duties consistent with the interior and exterior maintenance of town buildings.
3. Operate lawn mowers and assist with clearing brush.
4. Watering of Flowers, Trees and Shrubs planted throughout Town.
5. Snow removal of sidewalks and sanding as necessary.
6. Road crew assistance with sanding, salting and snow removal from town buildings and town highways.
7. Perform all other tasks as directed by the Superintendent of Highways or his/her designee.

- Driver:**
1. Shall perform all the duties of a laborer.
  2. Operates town vehicles including,
    - a. pickup trucks
    - b. automobiles
    - c. skid steer and/or snow blower
    - d. snow plow
  3. Perform all other tasks as directed by the Superintendent of Highways or his/her designee.
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## EMPLOYEE APPLICANT QUALIFICATIONS

1. Must be a citizen of the United States.
2. Must be a resident of the Town of Durham. Waivers may be granted by the Town board, but only to other residents of Greene County.
3. Must be physically fit, maintaining a weight to body frame ratio as described by the New York State Health Department.
4. Must complete a general physical examination and pre-employment alcohol and drug testing as required by the Federal Mandated Alcohol Drug Program of the highway departments choosing at the applicant's expense.
5. Must have and maintain a corrected visual acuity of 20/20 vision.
6. Must have completed 12 years of school or possess a valid New York State Board of Education approved G.E.D. equivalency diploma. This requirement may be waived by the superintendent of highways only for the position of laborer.
7. Must not have been convicted of a felony.
8. All employees must have a valid CDL license with no prior convictions within the last five years.
9. ~~Must be appointed by the superintendent of highways or his/her designee.~~

### Hours to be worked

#### **Labor/Maintenance Position – Full time April to November and Half time December to March.**

The work week and hours shall be Monday through Friday from 6:30 a.m. through 2:00 p.m., which includes a half-hour, unpaid lunch break, and Saturday and Sunday AM flower watering unless otherwise instructed by the Superintendent of Highways or his/her designee.

A work week consisting of four ten hour days, 6:30 a.m. through 3:30 p.m., either Monday through Thursday or Tuesday through Friday, may be instituted during the warmer months at the discretion of the Highway Superintendent and Friday, Saturday and Sunday AM flower watering only.