

TRINITY BAY CONSERVATION DISTRICT

EMPLOYMENT OPPORTUNITY

JOB TITLE: Construction Laborer
REPORTS TO: Crew leader
DEPT/DIV: Drainage/Construction

STARTING SALARY: \$12.00

APPLICATION DEADLINE: Until Filled

DUTIES AND RESPONSIBILITIES

Essential Job Functions: Performs skilled tasks involved in the repair and installation of water and sewer lines, fire hydrants, and manholes; performs task in bridge building, pile driving, and heavy construction; may operate light to medium power equipment ranging from jack hammers, air compressors, sharpshooters, ATV machine, and power saws to pickup trucks, crew cabs, front-end loaders, forklifts, dump, winch, mini excavators and backhoes; uses hand tools such as ratchets, wrenches, shovels, rakes, and screwdrivers; responds to citizen requests/complaints; may supervise when foreman is off; repairs equipment such as pumps, valves and lift stations.

Other Job Functions: Cleans water towers; read maps and drawings; cross trains to other divisions; performs other related duties as required. *Job description statements are intended to describe the general nature and level of work being performed by employees assigned to this job title. They are not intended to be construed as an exhaustive list of all responsibilities, duties and skills required.*

WORKING CONDITIONS

Works inside and outside in all types of weather including extreme cold, heat, and temperature swings; works at extreme heights and in extreme and constant noise; works in trenches/ditches and manholes; is exposed to mechanical and electrical hazards, fumes/odors, dust/mites, insects, and gas vapors. Works Monday thru Thursday, 7:00 a.m. to 5:30 p.m., may be subject to 24 hour call. Overtime whenever necessary.

MINIMUM ESSENTIAL QUALIFICATIONS

Knowledge: Thorough knowledge of all tasks required for area of work assignment, including heavy construction, pile driving, installing water and sewer lines; must be able to work in sanitary sewer and storm sewer piping and ditches.

Skills/Abilities: Considerable skill in the use and operation of hand and power tools such as pipe cutters, chain saws, jack hammers, shovels, hammers, wrench's and other equipment applicable to assignments; ability to perform manual labor for extended periods of time and during unfavorable weather conditions; ability to understand, hear, follow and issue oral and written instructions; ability to speak, read and write the English language; ability to read maps, blueprints and sketches; ability to work with the public.

Physical Requirements: **Essential:** Constantly sees and hears; frequently carries objects weighing up to 100 lbs, cleans, climbs, crawls, drags, holds; lifts, holds, pulls, drags and pushes objects weighing up to 50 lbs.; sits, squats, stands, stoops, twists body, drives, runs, sorts, walks and writes by hand; manual dexterity is required; infrequently uses a calculator..

Education/Experience: High school graduation or equivalent preferred; minimum of eighteen (18) months of experience in the installation, maintenance, and construction of water and sewer lines, drainage ditches, bridge construction and associated equipment preferred.

Other: * Must be able to obtain NONCOMMERCIAL POLITICAL PESTICIDE APPLICATOR LICENSE within six (6) months of hire.

* Must possess a valid Class C driver's license with a good driving record. Other state valid Driver's License equivalent to Texas Class C with a good driving record will be considered. Texas state law requires within 30 days of residency, you must possess a valid Texas driver's license. Applicant selected for hire shall be subject to drug/alcohol screen test.

Trinity Bay Conservation District does not discriminate on the basis of race, color, national origin, sex, religion, age or disability in employment or the provision of services. To request a reasonable accommodation or other assistance contact a Human Resources representative at (409) 296-3602 or mail your request to P.O. Box 599, Stowell, Texas 77661. The District may consider all related education and/or experience in determining the applicant's minimum qualifications and starting salary.

EMPLOYMENT APPLICATION

INSTRUCTIONS:

- (1) If you need help filling out this application form, please notify the person who gave you this form and every reasonable effort will be made to meet your needs.
- (2) Please read the Notice to Applicant below.
- (3) Please complete all pages, writing your responses legibly, in ink. Use "N/A" if a question does not apply to you. Incomplete or illegible applications may be rejected.
- (4) If you need more space, please use a separate piece of paper.
- (5) Your application will only be valid for 30 days.
- (6) You must sign the Applicant Certification at the end.

NOTICE TO APPLICANT: This application is intended to be used to evaluate your qualifications for employment. This is not an employment contract. If you do not answer all questions completely and accurately or if you provide false or misleading statements—either in this application or in an interview, if applicable—that will be grounds for terminating the application process or terminating employment if you have been hired. All applicants will be considered regardless of race, color, religion, sex, national origin, age, disability, or any other protected status under the law.

PERSONAL INFORMATION:

Date: _____ Social Security Number _____

Full Name: _____

Position(s) Applied For: _____

Current Address: _____

Home Phone: _____ Cell Phone: _____

Driver's License/ID Card Number: _____ Issuing State: _____

Other Names You Have Used: _____

Emergency Contact: _____

Are you Eligible to Work in the United States: _____

Dates of Previous Employment Here, if any: _____

Dates of Previous Applications Here, if any: _____

AVAILABILITY:

What date can you start work: _____

Describe the days and hours you are available to work: _____

EDUCATION:

Please state whether you have a high school diploma or GED: _____

Please state whether you have attended any trade or vocational school, and if so, what school, what trade, and what certification or license did you obtain: _____

Please state whether you have attended any college or university, and if so, what school and what degree(s) were earned: _____

Please describe any other education you have that may qualify for the position(s) sought: _____

WORK HISTORY:

Starting with your most recent employer, and in reverse chronological order, please provide the information requested below relating to your prior work history. Please also explain any gaps in employment.

Most Recent Employer

Company/Employer: _____ Address: _____

Dates Employed: _____ Phone: _____

Supervisor: _____ Job Title: _____

Final Pay Rate: _____ May We Contact: _____

Reason for Leaving: _____

Second Most Recent Employer

Company/Employer: _____ Address: _____

Dates Employed: _____ Phone: _____

Supervisor: _____ Job Title: _____

Final Pay Rate: _____ May We Contact: _____

Reason for Leaving: _____

Third Most Recent Employer

Company/Employer: _____ Address: _____

Dates Employed: _____ Phone: _____

Supervisor: _____ Job Title: _____

Final Pay Rate: _____ May We Contact: _____

Reason for Leaving: _____

Fourth Most Recent Employer

Company/Employer: _____ Address: _____

Dates Employed: _____ Phone: _____

Supervisor: _____ Job Title: _____

Final Pay Rate: _____ May We Contact: _____

Reason for Leaving: _____

JOB SKILLS:

Please describe any other job skills you have that qualify you for the position(s) you are seeking: _____

PERSONAL REFERENCES:

Please identify three personal references who are not current or former employers or relatives.

First

Name: _____ Phone: _____

Address: _____

Second

Name: _____ Phone: _____

Address: _____

Third

Name: _____ Phone: _____

Address: _____

CRIMINAL HISTORY:

Please note that a conviction record will not necessarily be a bar to employment. Factors such as a whether the offense relates to the duties of the position(s) sought, your age at the time of the offense, how long it has been since the offense, the seriousness and nature of the offense, and rehabilitation will all be considered.

If you have ever been convicted, pled guilty, pled no contest or nolo contendere, placed on probation/deferred adjudication, or paid a fine, or if you are currently awaiting trial for any criminal offense, please identify the offense, date of the offense, and location of the court. You need not identify minor traffic offenses (Class C Misdemeanors).

AUTHORIZATION TO INVESTIGATION

I hereby authorize employer to contact and obtain information from all references, employers, and educational institutions, and to otherwise take action to verify the accuracy of the information in this application. I hereby release from liability the employer and its representatives for any act or omission taken in furtherance of verifying the accuracy of the information in this application. I hereby release from liability any person or entity who provides information to employer to verify the accuracy of the information in this application.

APPLICANT CERTIFICATION:

By signing below, I certify that:

- (1) I completed this application, and all information contained in the application is true and complete to the best of my knowledge;
- (2) I understand that failing to answer all questions completely and accurately or providing false or misleading statements—either in this application or in an interview, if applicable—will be grounds for terminating the application process or terminating employment;
- (3) If I am hired, my employment will be “at will,” meaning that either I or the employer may terminate the employment relationship at any time, for any reason or no reason at all;
- (4) I understand that only _____, has the authority to enter into an employment agreement with me for any period of time, and that any such agreement must be in writing and signed;
- (5) I understand I must successfully complete a pre-employment drug screening and/or pre-employment physical examination; and
- (6) I understand I will be required to provide verification of my identity and authorization to work in the United States.

Applicant Signature: _____