



Bastrop County Job Posting

804 Pecan Street, Bastrop TX 78602

(512) 581-7120

An Equal Opportunity Employer

Title: Road & Bridge Laborer	Opening Date: February 25th, 2026	Application Deadline: Open until filled	Job #: 260204
Department: Road & Bridge PCT 1	Starting Salary: \$23.03 - \$25.03/hr	Location: Bastrop, TX	Travel: Minimal

INTERNAL AND EXTERNAL JOB POSTING

Brief Job Description: Under the supervision of the Road & Bridge Foreman and Commissioner of applicable Precinct, this entry-level position performs tasks associated with road and bridge maintenance and construction, including the operation of light construction and maintenance equipment. Duties also include a variety of potentially heavy manual labor activities including loading, hauling, digging, shoveling, climbing, and other minor maintenance activities.

Knowledge, Skills and Abilities: This position requires knowledge of principles and practices of road construction and maintenance techniques, principles and practices of maintaining a safe roadway and practices, methods, materials, and tools used in general construction and maintenance work. With the ability to establish and maintain effective working relationships with those contacted in the course of the job, perform various manual tasks for extended periods of time and in unfavorable weather conditions as well as perform heavy manual labor.

Minimum Qualifications: To perform this job successfully, an individual must be able to perform each essential duty satisfactorily, have a high school diploma or equivalent, and a valid Texas Driver's license (or a valid out of state Driver's license with the ability to obtain a TXDL within 90 days). The requirements listed below are representative of the knowledge, skill, and/or ability required. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

Bastrop County does not discriminate on the basis of race, color, age, national origin, sex, religion or disability in employment or in its activities.

A Bastrop County Job Application is required and can be completed at:

<https://na3.docusign.net/Member/PowerFormSigning.aspx?PowerFormId=a7d71333-73b6-4ae5-b3d7-a59c651de914>

Applications postmarked after the closing date will not be accepted. Unless otherwise indicated, regular attendance is an essential job requirement of all positions in the county. All positions requiring a degree and/or licensing require proof of degree and/or license. Your application for employment with Bastrop County may subject you to a criminal background check.

IMPORTANT NOTE TO ALL APPLICANTS: Only applicants scheduled for interviews will be contacted. If you are scheduled for an interview and require any reasonable accommodation in our interview process, please inform the hiring representative who calls you to schedule your interview. Whenever possible, please give the hiring representative sufficient time to consider and respond to your request. Thank you for considering employment with Bastrop County. This position has a six month eligibility list for qualified applicants. Visit our website at: http://www.co.bastrop.tx.us/page/co_jobs



BASTROP COUNTY, TEXAS
Job Description

Job Title: Road & Bridge – Laborer

Department: Road & Bridge

FLSA Status: Non-Exempt

Reports To: Road & Bridge Foreman

SUMMARY: Under the supervision of the Road & Bridge Foreman and Commissioner of applicable Precinct, this entry-level position performs tasks associated with road and bridge maintenance and construction, including the operation of light construction and maintenance equipment. Duties also include a variety of potentially heavy manual labor activities including loading, hauling, digging, shoveling, climbing, and other minor maintenance activities.

SUPERVISION RECEIVED AND EXERCISED

Receives close supervision from foreman, Commissioner, or other supervisory staff as directed.

Exercises no supervision.

ESSENTIAL DUTIES AND RESPONSIBILITIES include the following:

1. Perform construction and maintenance tasks, such as digging, shoveling, raking, repairing potholes, road shoulder and edge-work paving, trimming trees and brush, packing and watering roads, pouring concrete, removing and burying dead animals, loading and unloading trucks, cleaning culverts, and performing a variety of other minor maintenance activities for the county Road & Bridge Department.
2. Operate construction and maintenance equipment, such as chainsaws, mowers, forklifts, tractors, brush hogs, rollers, dump trucks, and other tools, equipment, and machinery for various construction and maintenance activities.
3. Install street barricades and cones prior to the performance of street and road repair activities; direct and control traffic around work sites.
4. Perform preventive and/or minor maintenance on equipment, including changing and replenishing fluids as required.

OTHER FUNCTIONS: Performs other job related duties as directed by supervisor(s).

NOTE: The essential functions describe the general nature and level of work being performed by employees holding this position. This is not intended to be a comprehensive listing of all duties and responsibilities required, nor are all duties listed necessarily performed by any one employee so classified.

MINIMUM QUALIFICATIONS: To perform this job successfully, an individual must be able to perform each essential duty satisfactorily, have a high school diploma or equivalent, and a valid Texas Driver's license (or a valid out of state Driver's license with the ability to obtain a TXDL within 90 days). The requirements listed below are representative of the knowledge, skill, and/or ability required. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

Knowledge of:

Principles and practices of road construction and maintenance techniques;
Principles and practices of maintaining a safe roadway;
Practices, methods, materials, and tools used in general construction and maintenance work;
Methods and use of tools & equipment necessary for tasks including brush cutting and tree trimming;
Occupational hazards and standard safety practices.

Ability to:

Establish and maintain effective working relationships with those contacted in the course of the job;
Perform various manual tasks for extended periods of time and in unfavorable weather conditions;
Perform heavy manual labor;
Operate equipment required to perform essential job functions;
Work independently in the absence of supervision;
Work in a safety-conscious environment and to follow & promote good safety practices;
Learn, understand, and apply pertinent laws, rules, and regulations;
Understand and follow verbal and written instructions;
Communicate clearly and concisely, both verbally and in writing.

Physical Demands:

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential duties of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

Maintain effective audio-visual discrimination and perception needed for:

Making observations, Operating assigned equipment, and communicating with others;
Employee must have visual abilities including close vision, distance vision, depth perception, peripheral vision, and the ability to adjust focus.

Effectively handle a work environment and conditions which involve:

Working in high places, Exposure to loud noise, Exposure to various weather conditions,
Working closely with others, Traveling from site to site, Working outside normal business hours and in hours of darkness; Exposure to dust, dirt, fumes, and airborne particles, Exposure to moving mechanical parts, Exposure to electrical hazards, Working in or near water including creeks and ditches.

Maintain physical condition needed to accomplish the performance of assigned duties and responsibilities, which may include :

Walking, sitting or standing for long periods of time, Lifting and carrying heavy materials, Climbing, Performing heavy manual labor, Operating assigned equipment and vehicles;
Working on uneven and/or slippery surfaces.

Maintain mental capacity sufficient to accomplish the performance of assigned duties and responsibilities, which may include:

Effective interaction and communication with others;
Making sound decisions in a manner consistent with the essential job functions.

EXPERIENCE, EDUCATION, and LICENSING:

Any combination of experience and training that would likely provide the required knowledge and abilities is qualifying. A typical way to obtain the knowledge and abilities would be:

Experience:

Some knowledge and experience in performing roadway construction and maintenance work involving the operation of construction and maintenance tools, equipment, and machinery.

Education:

High School graduation, or its equivalent.

Licensing:

Possession of a valid Texas driver's license.

Must be able to obtain CDL Class A within one (1) year of hire date.

SELECTION GUIDELINES:

Formal application; rating of education and experience; oral interview; reference and other background checks; job-related tests may be required.

Drug and Alcohol Testing:

This position is subject to random and/or reasonable suspicion and/or post-accident testing for drugs and alcohol in accordance with applicable federal and state laws and County policy.

Employment At-Will:

This job description does not constitute an employment agreement and is subject to change. Under no circumstance is this job description, or any part of it, to be construed as a contract of employment, either express or implied.

Employment is at-will and may be terminated at any time by either the employer or employee.