

Job Description

Prepared/Revised Date: July 2024

Job Title: **Warehouse Worker**
 Job Family: **Finance/Payroll/Purchasing**
 Pay Program: **Classified**
 Work Year: **12 Months**

Job Code: **1472**
 FLSA Status: **Non-Exempt**
 Shift Differential: **No**
 Pay Range: **G10**

SUMMARY: Responsible for receiving, inventorying, maintaining, issuing and manifesting materials, food products, supplies, equipment, parcels and other resources from central warehouse. Deliver warehouse materials, mail, supplies and other resources to customers throughout the district; pull orders in warehouse for delivery; pick up and transfer discarded and other items at a school's request; and transfer materials to or from storage or to designated areas. Ensure timely processing and accurate fulfillment of customers' orders. Respond to after-hours emergencies (freezer product movement).

ESSENTIAL DUTIES AND RESPONSIBILITIES: *To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. 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. Frequency and percentage of time may vary by position.*

Job Tasks Descriptions	Frequency	% of Time
1. Responsible for, loading, unloading trucks including items from pallets, bins, racks and shelves, which may include, but are not limited to, heavy items such as furniture, appliances, and equipment; deliver to designated locations; pick-up supplies, parts, tools, in district mail, delivery of packages and equipment from local vendors and deliver to staff and departments. Pick up discarded items, equipment or materials, transport money and deposits to and from the district warehouse. Assist customers with products and deliveries. Driving 25-45 miles per day, servicing 60+ buildings.	D	40%
2. Ensures effective handling, accounting and control of inventory including tagging/marking items received for identification purposes; Process special handling accountable/controlled items in accordance with established procedures. Responsible for effective storage of reusable items and equipment in bulk warehouse; ensuring warehouse is stocked with essential materials; transfer media equipment and track transfers via the Equipment Tracking System (ETS).	D	20%
3. Ensure timely processing and accurate fulfillment of customers' orders, including Express Issue requests, using district information technology systems. Assist with administrating route staging areas. Coordinate bulk deliveries with warehouse and driver team members to ensure optimization of route loads. Conduct periodic inventory cycle counts and/or physical inventories in accordance with established standards and procedures. Store and retrieve archived records on-demand for the Records Department.	D	20%
4. Support the management of the districts fixed assets including, but not limited to creating and affixing asset tags, recording assets received and disbursed as well as physical inventory check of assets. Using the district asset tracking system, ensure inventory database is up to date and accurate.	W	5%
5. Perform pre-trip inspection on assigned truck in accordance with the Colorado Code of Regulations and District guidelines, including checking oil, tires and maintaining all fluids at the proper levels. Complete daily post-trip inspections, including checking the condition of the truck. Maintain the cleanliness of the truck interior. Keep outside mirrors and driver's windows clean inside and out. Fuel vehicles per department guidelines.	D	5%
6. Respond to emergency refrigerator/freezer failure calls and takes appropriate corrective action for the safe transport and storage of food items at centralized warehouse refrigeration units.	M	5%
7. Participate in inventory process for the warehouse on an annual basis.	A	1%
8. Perform other job-related duties as assigned, including but not limited to cleaning the warehouse, processing recycling items, auction items, assembling science kits, setup and teardown for Totes of Hope, and cardboard disposal.	Ongoing	4%
	TOTAL =	100%

EDUCATION AND RELATED WORK EXPERIENCE:

- High school diploma or equivalent.
- One (1) year experience in warehousing or truck driving preferred.
- Must be a minimum of 18 years old.

LICENSES, REGISTRATIONS or CERTIFICATIONS:

- Criminal background check required for hire.
- Valid Colorado driver’s license.
- Commercial driver’s license (CDL) required within 90 days after entering position. District assists with acquiring CDL license.
- Ability to pass Department of Transportation (DOT) prescribed physical.
- A copy of an individual Motor Vehicle Record must be submitted at time of application.

TECHNICAL SKILLS, KNOWLEDGE & ABILITIES:

- Basic problem solving skills.
- Ability to obtain proficient knowledge of Department of Transportation (DOT) and Intrastate Commerce Commission (ICC) requirements related to transportation and commercial vehicles.
- Ability to promote and follow Board of Education policies, District policies and building and department procedures.
- Ability to keep up-to-date technically and apply new knowledge to your job. Includes adapting to and mastering new system applications and processes as implemented by the district or department.
- Ability to engage in effective communication, collaboration, and teamwork with individuals from diverse backgrounds, cultures, and perspectives , while demonstrating respect and appreciation for their differences.
- Ability to recognize the importance of safety in the workplace, follow safety rules, practice safe work habits, utilize appropriate safety equipment and report unsafe conditions to the appropriate administrator.
- Ability to stay current with district policy, standards and training in the areas of data quality, data privacy, and cybersecurity with respect to student and staff data, and related information systems.
- Ability to multitask in a fasted paced work environment.

MATERIALS AND EQUIPMENT OPERATING KNOWLEDGE:

- Operating knowledge of and experience with a delivery truck (e.g., box trucks/delivery vans 20--26 feet with air brakes and lift gates).
- Operating knowledge of district information technology systems and any other department specific software and equipment required within 2 months after entering position.
- Operating knowledge of forklift, electric and manual pallet jacks required within 2 months after entering position. District assists with this training.

REPORTING RELATIONSHIPS & DIRECTION/GUIDANCE:

	POSITION TITLE	JOB CODE
Reports to:	Warehouse Services Manager	051116

	POSITION TITLE	# of EMPLOYEES	JOB CODE
Direct reports:	This job has no supervisory responsibilities		

BUDGET AND/OR RESOURCE RESPONSIBILITY:

- This job has no budgetary responsibilities.

PHYSICAL REQUIREMENTS & WORKING CONDITIONS: *The physical demands, work environment factors and mental functions described below are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.*

PHYSICAL ACTIVITIES:	Amount of Time			
	None	Under 1/3	1/3 to 2/3	Over 2/3
Stand				X
Walk				X
Sit		X		
Use hands and fingers to handle and/or feel				X
Reach with hands and arms				X
Climb or balance				X
Stoop, kneel, crouch, or crawl				X
Talk			X	
Hear				X
Taste	X			
Smell	X			

WEIGHT and FORCE DEMANDS:	Amount of Time			
	None	Under 1/3	1/3 to 2/3	Over 2/3
Up to 10 pounds				X
Up to 25 pounds				X
Up to 50 pounds			X	
51 to 100 pounds		X		
More than 100 pounds	X			

MENTAL FUNCTIONS:	Amount of Time			
	None	Under 1/3	1/3 to 2/3	Over 2/3
Compare		X		
Analyze			X	
Communicate		X		
Copy		X		
Coordinate			X	
Instruct	X			
Compute		X		
Synthesize	X			
Evaluate		X		
Interpersonal Skills			X	
Compile		X		
Negotiate		X		

WORK ENVIRONMENT:	Amount of Time			
	None	Under 1/3	1/3 to 2/3	Over 2/3
Wet or humid conditions (non-weather)	X			
Work near moving mechanical parts			X	
Work in high, precarious places		X		
Fumes or airborne particles		X		
Toxic or caustic chemicals		X		
Outdoor weather conditions				X
Extreme cold (non-weather)		X		
Extreme heat (non-weather)	X			
Risk of electrical shock		X		
Work with explosives	X			
Risk of radiation	X			
Vibration			X	

VISION DEMANDS:	Required
No special vision requirements.	
Close vision (clear vision at 20 inches or less)	X
Distance vision (clear vision at 20 feet or more)	X
Color vision (ability to identify and distinguish colors)	X
Peripheral vision	X
Depth perception	X
Ability to adjust focus	X

NOISE LEVEL:	Exposure Level
Very quiet	
Quiet	
Moderate	X
Loud	
Very Loud	