

Job Description / Performance Base Competency Assessment

Position Title: Floater Laborer (Production)

Position Reports To: Shift Supervisor

Date of Origin: October 2004

Date of Revision: April 23, 2015

Date Reviewed: April 23, 2015

**Hours: 1st Shift 7am to 3pm 2nd Shift 3pm to 11pm 3rd Shift 11pm to 7am
20 minute paid lunch**

Working days may vary based on season. Typically Monday through Friday. Very often Saturday. 12 hours Shifts may be required during busy times.

Work Classification: Heavy duty position as defined in the Dictionary of Occupational Titles. MF/Equal Opportunity Employer.

Wages: Non-exempt position/ Job Rating is 166 Base Rate is

Additional Compensation is give when the floater laborer is deemed proficient in the job having met the requirements and hours of training

Job	Hours	Rate Adj.
Roll Cans	40	\$.10
Can Room Forklift	40	.10
Pouch Line Forklift	40	.15
Filler Operator	80	.12
Float Beans	80	.12
Bean Dumper	40	.10
Ribbon Blender	40	.15
QC Lab. Tech	80	.15
Jockey Truck	120	.25
Pouch Filler	200	.15
Brine Room	120	.25
QC Lineman	200	.25
FMC Operator*	200*	.25
All-Pax Cooker*	120*	.15
Chemical handling		.12

* Requires sign off by current operator

Rating

Duties and Responsibilities

1 - 5

Food safety is the responsibility of every employee. Any issues should be brought to the immediate attention of area supervisor or manager.

1. Unload Beans
2. Scan all beans and paste using Assistics software.
3. Cut pork
4. Watch for any bean quality issues when dumping beans.
5. Learn additional production jobs and fill in as needed.
6. Operate a forklift.
7. Follow all GMP's associated with this position.
8. Maintain a positive teamwork atmosphere by actions, communicating and helping co-workers.
9. Must complete required annual Training and required annual challenge testing
10. Other jobs as assigned by supervisor.

Rating

Skills and Abilities

1 - 5

1. Must be adaptable
2. Must be Accurate
3. Must be able to communicate effectively with supervisors, Line Techs, Lab Techs and other operators.
4. Must be able to read all MMFs, SOPs, and other work instructions.
5. Must be able to complete daily documentation accurately.
6. Be able to retain job knowledge and skills while not operating equipment on a daily basis.

Physical Requirements*

Body Movements – the amount of time spent performing each physical requirement:

- Occasional - 1/3 or less

- Frequent – 1/3 to 2/3
- Continuous – 2/3 or more

Standing: Continuous

Walking: Frequent to Continuous

Sitting: Minimal

Lifting: Occasional to frequent (Medium duty position / ability to lift 50lbs+)

Carrying: Occasional

Climbing: Occasional

Climbing Stairs: Occasional to Frequent

Climbing ladders: NA

Crawling: NA

Working in kneeling position: NA

Working with arms extended at shoulder level or above: Frequent to continuous

Twisting and Turning: Frequent to continuous

Reaching: Frequent to Occasional

Bending: Occasional to frequent

Driving: Occasional (Forklift)

Pushing and Pulling: Occasional

Hand Movement: Manual dexterity

- Simple grasping: frequent
- Fine manipulation: NA

Operating Equipment: Frequent to Continual

*These Physical Requirements are contingent on the job you are trained to do and required by the Supervisor. However, you must be physically able to do anyone of them.

Position Requirements: Must be certified by OSHA as a certified Forklift Driver.

The above statements are intended to describe the general nature and level of work being performed by employees assigned to this classification. This is not a comprehensive listing of all responsibilities and duties that may be assigned by the manager of this position.

Overall performance / competency rating:

- 1 = Deficient Performer
- 2 = Less than effective Performer
- 3 = Competent Performer
- 4 = Above Competent Performer
- 5 = Excellent Performer

Employee Comments:

This Job Description / Performance Appraisal has been reviewed with me. I have made my comments and I () Agree () Disagree with the appraisal.

Employee Signature

Date

Manager / Supervisor Signature

Date

Vice President of Human Resources

Date