



**HILL COUNTY**  
**JOB POSTING/ DESCRIPTION**  
**March 10, 2023**

**Job Title:** Clerk

**Department:** Clerk & Recorder's Office

**Type:** (1) Full-time

**Accountable To:** Clerk & Recorder/Deputies

**Wage:** \$14.02 hourly

**Job Overview:** This clerk position has a variety of jobs and is flexible from day to day with specific job assignment timelines. This clerk position is a primary counter person but will learn all duties of the office. Requires a broad spectrum of knowledge of records, forms and legal descriptions. Will do various monthly reports, balancing the count of printed claims and payroll checks, document scanning, telephone, indexing, handling heavy books and election equipment, processing of birth and death records. Will be backup person for days when other employees are absent; This position performs professional and technical duties requiring attention to accuracy, detail and timeliness in the process of documents and maintenance of records. Position must be able to work well with the public, co-workers and with multiple interruptions. Position maintains the highest level of confidentiality of sensitive information. Must be able to work long & extended hours for elections. Position requires ability to adapt quickly to varying job tasks and to work with minimal supervision. Hazards of the position include heavy lifting of large old books, boxes, and election equipment (weights of approximately 25 to 50 pounds), and minute eye work with microfilm viewers and computer screens.

**Essential Functions (Major Duties or Responsibilities):** This position requires computer skills; basic accounting and bookkeeping; ability to communicate well orally and in writing; understand and interpret laws and regulations of the State of Montana; operate microfilm reader/printer; answer the telephone courteously at all times; write very legibly in record books; type, file, index, retrieve and return heavy books and voting equipment; operate basic office machines including but not limited to: a typewriter, copy machine, ten-key adding machine, computer and scanner. Successful applicant must have the ability to accurately research records and understand legal descriptions and various types of legal documents that are being recorded or filed.

**Knowledge, Skills and Abilities:** This position requires a knowledge of laws pertaining to recording of documents, birth and death certificates and privacy; knowledge of the election process and laws; and requires skills in all basic office machines; telephone etiquette; scanning documents and proofing microfiche. This position requires the ability to: be flexible and do varied tasks while working with numerous interruptions; maintain updated accurate records; prepare reports; work extremely well with people; accurately and efficiently record information; maintain the highest level of confidentiality; communicate effectively both orally and in writing; follow verbal and written instructions efficiently; establish effective working relationships with fellow employees, supervisors and the public. Be able to read and understand the law relative to the duties of the Clerk and Recorder's office. Lift 25 to 50 pounds, and be on feet for extended periods of time.

**Minimum Qualifications (Education and Experience):**

- High School Diploma or equivalent
- Experience in handling confidential material
- Experience in an office setting or in the use of office machines, with personal computer experiences preferable
- Basic accounting and bookkeeping knowledge
- Knowledge of legal documents and legal land descriptions

The specific statements shown in each section of this description are not intended to be all inclusive. They represent typical elements and criteria considered necessary to perform the job successfully. Other duties may be needed or assigned.

**Signatures**

My signature below indicates the statements in the job description are accurate and complete. It also constitutes notification of the job vacancy to the Hill County Commissioners to allow posting of this position.

Lexis Dixon                      Clerk and Recorder                      3/10/2023  
Immediate Supervisor                      Title                      Date

**Commissioner's Review:**

Mark Peterson                      Commissioner                      3-10-23  
Mark Peterson                      Title                      Date

Jacob Strissel                      Commissioner                      3-10-2023  
Sheri Williams                      Title                      Date  
Sheri Williams                      Title                      Date

**Human Resources Review**

**Step: 1**                      **Grade: 8**                      **Rate of Pay: \$14.02** per hour 02

My signature below indicates that Human Resources has reviewed this job description for completeness and has made the following determinations:

- FLSA Exempt                       FLSA Non-Exempt
- Appointed                       Elected

**Union Bargaining Unit:**

**Human Resources:**  
Brittany L Pfeifer                      Human Resources                      3.10.2023  
Brittany L Pfeifer                      Title                      Date

# HILL COUNTY

## POSITION DESCRIPTION

September 2022

**POSITION:** CLERK

**DEPARTMENT:** CLERK AND RECORDER/ELECTION

**ACCOUNTABLE TO:** CLERK AND RECORDER and DEPUTIES

**SUMMARY OF WORK:** This clerk position has a variety of jobs and is flexible from day to day with specific job assignment timelines. This clerk position is a primary counter person but will learn all duties of the office. Requires a broad spectrum of knowledge of records, forms and legal descriptions. Will do various monthly reports, balancing the count of printed claims and payroll checks, document scanning, telephone, indexing, handling heavy books and election equipment, processing of birth and death records. Will be backup person for days when other employees are absent;

### **JOB CHARACTERISTICS:**

**Nature of work:** This position performs professional and technical duties requiring attention to accuracy, detail and timeliness in the process of documents and maintenance of records. Position must be able to work well with the public, co-workers and with multiple interruptions. Position maintains the highest level of confidentiality of sensitive information. Must be able to work long & extended hours for elections. Position requires ability to adapt quickly to varying job tasks and to work with minimal supervision. Hazards of the position include heavy lifting of large old books, boxes, and election equipment (weights of approximately 25 to 50 pounds), and minute eye work with microfilm viewers and computer screens.

**Personal Contacts:** Continual contact with other employees in the office and extensive communication with the general public, both personally and on the telephone. Will also require a substantial amount of contact with other county department employees, supervisors, and elected officials.

**Supervision Received:** Supervision from Clerk & Recorder and Deputies as need arises.

**Essential Functions:** This position requires computer skills; basic accounting and bookkeeping; ability to communicate well orally and in writing; understand and interpret laws and regulations of the State of Montana; operate microfilm reader/printer; answer the telephone courteously at all times; write very legibly in record books; type, file, index, retrieve and return heavy books and voting equipment; operate basic office machines including but not limited to: a typewriter, copy machine, ten-key adding machine, computer and scanner. Successful applicant must have the ability to accurately research records and understand legal descriptions and various types of legal documents that are being recorded or filed.

### **AREAS OF JOB ACCOUNTABILITY AND PERFORMANCE:**

- Waits on the counter and assists customers with various requests;
- Inventory;

- Assist with Fixed Assets;
- Code and deposit various revenues;
- Ownership and land descriptions;
- House and Senate bills;
- Election questions;
- Questions regarding records;
- Determines if a document is sufficient to be recorded or filed in relation to applicable laws;
- Registers people to vote;
- Assists with complete election process on a continual basis;
- Learn all aspects of Montana voting system;
- Index birth and death certificates and makes various corrections and/or adjustments as prescribed by the Montana State Vital Statistics Office;
- Issue birth and death certificates;
- Various filing duties;
- Balances the daily cash drawer to the fee and reception book;
- Attends meetings as required by supervisor;
- Balance and distributes monthly payroll as directed;
- Balance monthly and weekly claims as directed;
- Works on the fixed accounting as directed;
- Required to learn the fee and reception book job duties in order to be able to fill in for the position if required;
- Scan and proof documents;
- Proof Microfiche;
- Order office supplies as necessary;
- File & Index Surveys, Plats & Subdivisions;
- Index Plat ownership books and keep up to date;
- Performs other related duties as required.

### **JOB REQUIREMENTS:**

**Knowledge:** This position requires a knowledge of laws pertaining to recording of documents, birth and death certificates and privacy; knowledge of the election process and laws; and requires skills in all basic office machines; telephone etiquette; scanning documents and proofing microfiche.

**Abilities:** This position requires the ability to: be flexible and do varied tasks while working with numerous interruptions; maintain updated accurate records; prepare reports; work extremely well with people; accurately and efficiently record information; maintain the highest level of confidentiality; communicate effectively both orally and in writing; follow verbal and written instructions efficiently; establish effective working relationships with fellow employees, supervisors and the public. Be able to read and understand the law relative to the duties of the Clerk and Recorder's office. Lift 25 to 50 pounds, and be on feet for extended periods of time.

## **EDUCATION AND EXPERIENCE:**

The above knowledge, skills, and abilities are typically acquired through a combination of education and experience equivalent to:

- High School Diploma
- Experience in an office setting or in the use of office machines, with personal computer experiences preferable
- Basic accounting and bookkeeping knowledge
- Knowledge of legal documents and legal land descriptions
- Experience in handling confidential material

## **JOB PERFORMANCE STANDARDS:**

Evaluation of this position will be based primarily upon job performance of the preceding requirements and duties. Examples of job performance criteria include, but are not limited to, the following:

- Performs assigned duties with minimal supervision
- Effectively waits on the counter and assists customers with documents.
- Efficiently assists with election process
- Competently and accurately types and files
- Accuracy and honesty in balancing cash drawer daily
- Accurate handling of monthly claims and payroll distribution
- Maintains accurate and timely records
- Observes work hours
- Demonstrates punctuality
- Maintains CONFIDENTIALITY of sensitive information
- Deals accurately, tactfully, and COURTEOUSLY with the public
- Establishes and maintains effective working relationships with fellow employees, supervisors, other county employees and the general public