



HUMAN RESOURCES  
TELEPHONE 508-946-8808

# Town of Lakeville

Town Office Building  
346 Bedford Street  
Lakeville, MA 02347

## JOB POSTING

### TOWN OF LAKEVILLE HEAVY MOTOR EQUIPMENT OPERATOR/LABORER HIGHWAY DEPARTMENT

- POSTING DATE:** December 16, 2020
- POSITION:** Full-time Heavy Motor Equipment Operator/Laborer position for the Highway Department. Full job description is attached to this posting and also available in Human Resources. All interested parties should apply in writing with application attached to: Clorinda Dunphy, Human Resources Director, 346 Bedford Street, Lakeville, MA 02347. Email: [cdunphy@lakevillema.org](mailto:cdunphy@lakevillema.org).
- HOURS:** 40-Hour work week with overtime as needed. Regular hours are 7:00am to 3:30pm Monday through Friday. However, depending on various circumstances, start and finish times may vary.
- WAGES:** Salary range: \$20.52/hour to \$24.51/hour, commensurate with knowledge, skills, and experience. Union, Level 2.
- DUTIES:** This individual reports to the Department of Public Works Director and the Highway Foreman. Duties include but are not limited to: operation of heavy motor equipment on highway projects; manual work of a routine and semi-skilled nature on construction, and maintenance or repair projects.
- QUALIFICATIONS:** Class B Commercial Driver's License and a Hoisting Engineer's License Class 2B is required. Effective March 1, 2015, all newly hired employees will be required to attain a Hoisting Engineer's License Class 4G within 18 months of start of employment. All license restrictions shall be maintained throughout duration of employment. If operating a combination tractor-trailer, a Class A Commercial Driver's License is required. High school and/or vocational training; one year of experience in public works construction and maintenance activities; or an equivalent combination of education and experience.
- POSTING CLOSING:** December 31, 2020

*The Town of Lakeville provides equal employment opportunities to all employees and applicants for employment and prohibits discrimination and harassment of any type without regard to race, color, religion, age, sex, national origin, ancestry, disability status, genetics, pregnancy or pregnancy-related conditions, protected veteran status, sexual orientation, gender identity or expression, or any other characteristic protected by federal and state laws. Applicants with disabilities needing reasonable accommodation to participate in the job application or interview process, to perform essential job functions, and/or to receive other benefits and privileges of employment, please contact Clorinda Dunphy, Human Resources Director, [cdunphy@lakevillema.org](mailto:cdunphy@lakevillema.org), 508-946-8808.*

## **JOB DESCRIPTION**

### **TOWN OF LAKEVILLE HEAVY MOTOR EQUIPMENT OPERATOR/LABORER**

#### **GENERAL STATEMENT OF DUTIES:**

Skilled manual work of a responsible nature in the operation of heavy motor equipment on highway projects; manual work of a routine and semi-skilled nature on construction, maintenance or repair projects; all other related work as required.

#### **SUPERVISION RECEIVED:**

Works under general supervision received from the Superintendent of Streets and Highway Foreman.

Work requires careful operation of assigned equipment pursuant to prescribed procedures in order to avoid breakdowns or to avoid damage to public or private property; intermittent execution of independent judgment is required when operating equipment. Performs a variety of routine repetitive laboring tasks as a member of a crew on assigned location; functions are generally well defined and limited in scope, but may involve a choice of two or more alternative approaches to well-described problems.

#### **ESSENTIAL DUTIES AND RESPONSIBILITIES:**

*The essential functions of duties listed below are intended only as illustrations of the various types of work that may be performed. The omission of specific statements of duties does not exclude them from the position if the work is similar, related or a logical assignment to the position.*

Operates assigned heavy motor equipment in the performance of the particular tasks assigned; operates equipment which may include, but is not limited to, riding lawn mowers, dump trucks, snow plows, street sweeper, catch basin cleaner, road roller, front-end loaders, backhoes, any unit assigned to Heavy Equipment Operator/Laborer. May be required to operate certain special motor equipment such as tractor-trailer. Operates associated power and hand tools, such as jackhammers and chainsaws.

Inspects equipment according to prescribed checklist prior to operation to assure that all controls and safety devices are functioning properly; lubricates and makes minor adjustments to the equipment as necessary; reports major problems to supervisor so that repairs can be made.

Operates vehicles and equipment for snow and ice control, plows sidewalks, municipal parking lots and school yards; repairs water mains and drainage systems; performs manual labor incidental to the work of operating assigned equipment; services and maintains trucks and equipment.

Assists with all highway projects, including building and repairing streets, installing and repairing culverts, cleaning and repairing catch basins and drainage lines; sweeping streets; trimming brush along highways; installing traffic and street signs; installing and removing snow fencing; painting and repairing guard rails, etc.

Seeds, loams, fertilizes, rakes, rolls, weeds, mows and waters lawn areas; plants, trims, cuts, and sprays hedges, shrubbery and flowers; trims and cuts trees; rakes up and disposes of rubbish and leaves.

Operates power equipment of moderate complexity for all highway projects; performs manual labor incidental to the work of operating assigned equipment; services and maintains equipment. Performs laboring tasks when not assigned to equipment operations.

Maintains highway garage and grounds; repairs stone walls; digs holes by hand; patches potholes and cuts highway brush. Performs carpentry work such as painting, repairing walls and furniture, etc.

May perform the work of a welder; performs welding work on light and heavy equipment; welds and repairs snowplow frames, and other parts of equipment.

#### **OTHER REQUIRED RESPONSIBILITIES:**

May perform duties of similar nature consistent with public works tasks and assignments as directed by superiors.

#### **QUALIFICATIONS AND SKILLS:**

Class B Commercial Driver's License is required; failure to maintain CDL license is cause for termination. A Hoisting Engineer's License Class 2B is required. Effective March 1, 2015, all newly hired employees will be required to attain a Hoisting Engineer's License Class 4E and 4G within 18 months of start of employment. All license restrictions shall be maintained throughout duration of employment. If operating a combination tractor-trailer, a Class A Commercial Driver's License is required.

Working knowledge of public works equipment operation and mechanics.

Working knowledge of construction and maintenance procedures.

Working knowledge of the occupation hazards and safety precautions of the trade.

Working knowledge of methods, practices, and tools used in road and sidewalk construction and repair, and paint spraying.

Working knowledge of traffic laws, rules and regulations.

Thorough knowledge of the tools, techniques, equipment, and procedures used in motor equipment repair and maintenance. Knowledge of hydraulic systems.

Ability to read and write English and carry out oral and written instructions.

Ability to follow proper methods, procedures and safety precautions of a heavy motor equipment operator/laborer.

Ability to operate hand tools and power equipment.

Ability to work well with others in a crew.

Skill in operating all equipment and tools listed above. Specialized skill in welding may be required.

## **EXPERIENCE AND TRAINING:**

High school and/or vocational training; one year of experience in public works construction and maintenance activities; or an equivalent combination of education and experience.

## **PHYSICAL REQUIREMENTS:**

Frequent strenuous physical effort required. Ability to perform heavy manual labor under varying weather conditions for long periods of time. Ability to drive heavy equipment for long periods of time during all types of weather conditions. Frequent movement in and out of equipment and vehicles. Incumbent is frequently required to stand, sit, walk, climb, balance, bend, kneel, squat, stoop, crouch, crawl, talk, hear, use hands to finger, handle, feel or operate objects, tools or controls; and reach with hands and arms throughout a work shift. The incumbent must frequently lift and/or move up to 100 pounds. Carries heavy materials such as sand, stone and tools. Specific vision abilities required by this job include close vision, distance vision, color vision, peripheral vision, depth perception, and the ability to adjust focus. Ability to use and wear personal protective equipment and clothing such as hearing protection, eye protection, foot and hand protection, and respiratory protection. May be required to work shift greater than eight (8) hours.

## **WORKING CONDITIONS:**

Regular hours of work 7:00 AM to 3:30 PM Monday through Friday with ½ hour for lunch. However depending on various circumstances, start and finish times may vary.

Overtime will be as needed.

Work is generally performed outdoors under variable weather conditions, near hazards associated with construction sites; incumbent must be able to work on-call during emergencies.

Errors could result in delay or loss of service, and personal injury to self and/or others, damage to equipment, and danger to public safety and health.

Makes very few contacts with other Town employees and the general public; contacts are of a routine nature.

***This position is a non-exempt position as regarding federal and state minimum wage and overtime requirements and, therefore, is eligible to be paid at the rate of time and one half (i.e., one and one-half times) the regular rate of pay for all hours worked beyond forty hours in a workweek.***