

TOWN OF WALPOLE

HIGHWAY LABORER/EQUIPMENT OPERATOR

DEPARTMENT: Highway Department

EMPLOYMENT STATUS: Full-time, hourly/non-exempt

- Winter Hours: Monday through Friday from 7:00 AM – 3:00 PM
- Summer Hours: Monday through Thursday from 6:00 AM – 4:00 PM
- Must be available on an on-call basis to work evenings and weekends during winter months and Town emergencies.

JOB SUMMARY: Operator of heavy duty, mechanical equipment. Performs all other related work as required.

SUPERVISION RECEIVED AND EXERCISED:

- The Equipment Operator receives general supervision and policy direction from the Road Agent who manages the Highway Department or the Road Foreman.
- This position may receive direction from others for specific tasks or projects.

RECOMMENDED MINIMUM QUALIFICATIONS:

Education, Training and Experience:

- High School Diploma or GED; valid Driver's License
- Any equivalent combination of education and experience which demonstrates possession of the required knowledge, skills, and abilities.

Knowledge, Ability and Skill:

- Knowledge of operation and maintenance of heavy and snow removal equipment.
- Operate, service and make field adjustments to power tools and mechanized equipment such as chain saws, power lawn mower, spreaders, trucks, and other equipment used to maintain public roads.
- Knowledge of road infrastructure and general maintenance.
- Performing medium to heavy work including continuous physical exertion such as frequent bending, lifting, or climbing.
- Be able to work in adverse weather conditions.
- Ability to follow instructions and safety procedures.
- Possessing mechanical ability would be beneficial to the position.

ESSENTIAL FUNCTIONS:

(The essential functions or 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.)

- Work with a team to install or clean culverts; grade roads, plow snow, assist in paving projects and repair sidewalks and Town roads.
- Must assist in routine work of an unskilled nature common to a highway department.

- Performs similar or related work as required, directed or as situation dictates.

PHYSICAL REQUIREMENTS:

(The physical demands described here 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.)

Regularly lifts and/or moves objects weighing up to 60 pounds and occasionally up to 80 pounds such as tools/equipment, supplies and construction objects. Accesses all levels of a construction site/building/structure, traverses uneven terrain, climbs a ladder, and enters and exits from vehicles. Manually operates all tools and vehicle controls. Climbs, balances, stoops, kneels, crouches, and crawls. May spend the whole or a large portion of shift walking and standing. Communicates verbally and in writing. Vision and hearing at or correctable to normal ranges.

JOB ENVIRONMENT:

- Field work environment is noisy and subject to outdoor and potentially hazardous conditions.
- Operates truck, construction equipment, maintenance equipment, and repair equipment.
- Contacts are by phone, and in person; they generally consist of an information exchange dialogue, discussing routine and complex issues.
- Errors could result in serious safety issues, delay of department services, and have legal and/or financial repercussions.

(This job description does not constitute an employment agreement between the employer and employee and is subject to change by the employer as the needs of the employer and requirements of the job change).

Pay Equity/Equal Opportunity/Americans with Disabilities Act Employer

Updated: 10/18/23