



**JOB POSTING - August 14, 2025
DEADLINE- Until Filled**

INTERNAL FOR 10 WORKING DAYS

Job Title: Heavy Motor Equipment Operator **Department:** Department of Public Works

Reports to: Foreman

Job Summary:

Skilled work operating heavy motor equipment on a regular basis.

Positions Open : 3

Division : Refuse (2) & Highway (1)

Supervisory Responsibilities: None

Supervision:

Performs various duties of a routine to complex nature following acceptable standards of quality and performance; Requires independent judgment in determining methods of completion and carrying out assignments.

Duties/Responsibilities:

Operates heavy construction and maintenance equipment including dump trucks, refuse collection trucks, snow loaders/blowers, street sweepers, and similar work in a safe and efficient manner. Performs other manual labor.

The functions above are normal for this position. Other duties may be required and assigned. The essential functions or duties listed above are intended only as examples of the 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.

Required Skills/Abilities:

Skill in operating heavy motor equipment. Knowledge of:

- The operation, care and minor maintenance and adjustment of heavy construction and maintenance equipment.
- Hazards and safety precautions involved in operating heavy motor equipment.
- Traffic laws, rules, and regulations.
- Ability to operate heavy construction and maintenance equipment safely and efficiently.
- Ability to make minor repairs and adjustment to heavy motor equipment and appliances.
- Ability to understand and follow oral and written instructions.

Education, certification, licensure, or other similar requirements:

- High School Diploma or equivalent
- Must possess a valid MA motor vehicle operator's license and a Commercial Drivers License (CDL) Class B.

Job Environment:

- Field work is performed outdoors with loud noise levels and exposure to variable weather conditions/hazards associated with heavy motor equipment.
- The workload is subject to seasonal and weather-related fluctuations.
- Responds to emergencies, operates telephone
- Errors could result in delay or loss of services, personal injury to self and/or others, damage to equipment, or monetary loss.

Physical Requirements:

- Physical ability to manipulate heavy motor equipment,
- Must be able to operate a vehicle, heavy equipment, and tools. Tasks involve the regular and sustained performance of moderately physically demanding work, typically involving some combination of driving, climbing, balancing, stooping, kneeling, crouching, and crawling, and which involves the lifting, carrying, pushing and/or pulling of moderately heavy objects and materials (up to 50 pounds) and occasionally heavier objects and materials (up to 100 pounds).
- Tasks require sound, depth, and visual perception and discrimination.
- Requires the ability to coordinate hands and eyes in operating motor vehicles and heavy equipment.
- Requires the manual dexterity to handle a variety of items, control knobs, buttons, switches, catches, tools, etc. Must have significant levels of eye/hand/foot coordination.
- Must be adaptable to performing under stress when confronted with emergencies or tight deadlines. The worker may be subject to danger or risk to a moderate degree.
- Communications: Requires the ability to talk and hear.

The physical demands described above are representative of those that must be met by an employee to perform the essential functions of this job successfully. Reasonable accommodation(s) if needed will be provided for the employee with the adequate strength, dexterity, coordination, and visual acuity in a manner that does not pose a direct threat to the health or safety of the employee or others in the workplace.

Other Factors:

Errors could result in costly damage to equipment or result in breakdown in operation. Exercises some independent judgment on repair methods and replacement of parts; decisions subject to review while work is in progress. May be assigned tasks of Motor Equipment Operator. Tasks may require frequent exposure to adverse environmental conditions.

Other requirements: Must be able to pass an employment physical, drug screening, and criminal background check.

Education, Certification, Licensure and Experience:

- At least one year paid experience in operating heavy construction and maintenance equipment.

Fair Labor Standards Act (FLSA) status: Non-Exempt (hourly)

Employment status & Hours: Regular Full-time employment, 40 hours per week, Monday-Friday, 7:00 a.m. to 3:00 p.m.

Salary/Pay rate: \$ 22.66 (minimum) up to \$ 24.37 (maximum) per hour (Grade PW 18, DPWL-Local 1459)

Employee Benefits: Health, Dental, Life Insurance, Optional Vision and Flexible Spending Account (FSA) and Short-term Disability

How to Apply: Please apply on [Indeed.com](https://www.indeed.com)