



JOB POSTING – September 15, 2025
DEADLINE- October 13, 2025
INTERNAL FOR 10 WORKING DAYS

Job Title: Laborer-Refuse

Department: Department of Public Works

Reports to: Refuse Foreman

Job Summary: Primary duties include routine manual work related to the collection of municipal solid waste (refuse), recycling, and yard waste. May perform other manual work using hand tools, power tools, or small equipment for cleanup, construction, maintenance, and/or repair projects of the Department of Public Works.

Supervision: Works under the direct supervision of the Refuse Foreman, or other DPW Supervisor staff as needed. *Supervises:* None

Duties/Responsibilities:

Primary duty is the disposal of curbside refuse, recycling, and yard waste into City refuse/recycling vehicles.

Required Skills/Abilities:

- Operation of power tools and equipment, such as mowers, chain saws, air compressors, etc. when required and as needed.
- Mow grass, prune trees and hedges; make repairs to roads, curbs, and sidewalks.
- Sweeping and cleanup of litter, debris, and trash from roads, parks, and garage areas.
- Snow and ice removal of roads, sidewalks, and stairs using manual shoveling, snow blowing, or plowing.
- 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.

Knowledge, skills, and abilities required:

- Working knowledge of the hazard and safety precautions involved in the work performed.
- Understanding of traffic laws, rules, and regulations.
- Ability to understand and follow oral and written instructions.
- Knowledge of the practices, materials, and equipment commonly used in construction, repair, and maintenance of roads and sidewalks.
- Ability to operate construction and maintenance equipment safely and efficiently.
- Ability to make minor repairs and adjustment to equipment and appliances.

Education, certification, licensure, or other similar requirements: High school diploma or equivalent; Must possess a valid MA Class D Driver's License

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
- Errors could result in delay or loss of services, personal injury to self and/or others, damage to equipment, or monetary loss.

Minimum Qualifications:

- 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).
- Requires the ability to coordinate hands and eyes in operating motor vehicles and mechanical equipment.

Other requirements:

- Must be able to pass an employment physical, drug screening, and criminal background

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: \$ 20.93 (minimum) up to \$ 22.53 (maximum) per hour (PW-10, UFCW Local 1459)

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

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