

HIGHWAY DEPARTMENT HEAVY EQUIPMENT OPERATOR / LABORER

JOB SUMMARY

Performs a variety of heavy skilled and unskilled manual work in the construction, repair, snow removal, and maintenance of Town roads, culverts, and other public works projects. Exercises some judgment and resourcefulness in applying maintenance methods and correcting hazardous road conditions. Safely and efficiently operate vehicles and light and heavy construction equipment.

SUPERVISION RECEIVED

Works under the direct supervision of the Public Works Director or designated supervisor who assigns work and directs and evaluates work on a continuous basis for conformance with instructions and for the safety and care exercised in operating equipment.

SUPERVISION EXERCISED

None.

EXAMPLES OF ESSENTIAL DUTIES

(The listed examples are illustrative only and may not include all duties found in this position.)

1. Routinely performs various tasks essential to public works operations, including digging trenches, laying asphalt, patching pot holes, cutting and chipping brush and tree limbs, laying pipe, repairing, replacing, and cleaning storm drains, sweeping roads, picking up litter along roadsides, and other duties associated with maintaining and reconstructing roads.
2. Operate heavy equipment involved in highway maintenance and construction projects, including backhoe, loader, bull dozer, grader, snow plow and wing, and salting/sanding truck.
3. Available to meet emergency situations during Winter weather; plows and hauls snow, and spreads salt and sand and shovels snow.
4. Operates light equipment necessary to maintain and repair Town roads and properties, including snow blower, lawn mowers, weed whacker, chipper, chain saw, and other hand and power equipment.
5. Performs a number of duties as directed by the Public Works Director or other supervisor in support of overall municipal operations.
6. Washes and maintains appearance of Highway Department equipment and vehicles as needed.

Performs other related duties as required.

KNOWLEDGE, SKILLS AND ABILITIES REQUIRED

Knowledge of the methods, materials, tools, and equipment used on highway maintenance and public works projects; knowledge of the work hazards, safety practices, and traffic laws relating to construction equipment operation. Some knowledge of State laws and regulations pertaining to motor vehicle operations. Ability to learn the basic duties in road maintenance and construction; ability to operate construction equipment and tools used for highway maintenance and construction work; ability to use simple hand and power tools; ability to learn to operate and maintain heavy-duty construction and road maintenance equipment, including a backhoe, loader, bull dozer, snow plow and wing, and salting/sanding truck, and other similar heavy construction equipment; ability to perform simple and routine manual labor; ability to perform frequent strenuous physical effort under adverse weather conditions; ability to follow State and local laws, rules, regulations, and policies and procedures; ability to detect errors in equipment operations; ability to understand and follow oral and written instructions; ability to establish and maintain effective working relationships with supervisor and coworkers, Town officials and employees, contractors, and the public; ability to be on call 24 hours a day.

MINIMUM QUALIFICATIONS REQUIRED

Possession of a valid CDL-B. Some prior experience working for a highway department preferred. Possession of sufficient physical ability to perform the required tasks; OR any combination of education and experience which demonstrates the possession of the required knowledge, skills, and abilities; AND willingness to be on call to meet emergency situations and to work outdoors under extreme weather conditions.

PHYSICAL EXERTION/ENVIRONMENTAL CONDITIONS

(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.)

For communicating with others, talking is required; for taking instructions from others, hearing is required; for doing the job effectively and correctly, sight is required; and for detecting unusual odors that indicate the presence of harmful exhaust and gas fumes, the incorrect operation of equipment, etc., smelling is required. Required to use hands to finger, handle, and feel objects, tools, or controls; required to reach with hands and arms. Strenuous physical effort demanded in heavy lifting and carrying (up to 75 lbs.) and in performing work. Regularly works outdoors under hazardous road conditions, in varying and extreme weather conditions with exposure to excessive noise, noxious fumes and gases, toxins, paints, caustic chemicals, fuels, lubricants, solvents, and other fluids, as well as dirt, dust, grease, household garbage, and other disagreeable materials; physical demands include traversing rough terrain and climbing in and

out of culverts, ditches, and heavy machinery and standing and walking on rough, wet, slippery surfaces, including dirt, asphalt, and concrete. Exposure to continuous noises and minor injuries such as cuts and bruises; exposure to long periods of sunlight; poisonous plants, and insects and bees.