LABORER

Department: **Department of Public Works**
Division: **Solid Waste**
Appointing Authority: **Director**

Grade: **8**
Revision Date: **11/19**
Bargaining Unit: **W**

DEFINITION:

Performs a variety of routine unskilled and limited skilled tasks and duties in the operation of equipment and vehicles; manual labor, construction and maintenance activities on city owned facilities including the transfer station; all other related work as required.

SUPERVISION:

Works under the direction of the Crew Chief, Assistant Field Superintendent or Field Superintendent.

Occasionally responsible for instructing and directing one to three employees in the same type of work.

ENVIRONMENT:

Work is done under field conditions which involve walking and climbing over uneven terrain; exposure to sun, wind, dust, heat, cold, rain, snow, insects, poison ivy, gasoline or diesel fumes, traffic, noise; walking moderate distances; carrying and lifting requiring physical strength and endurance.

Errors in equipment operation may cause legal or financial repercussions, damage to equipment or facilities, personal injury, injury to colleagues, danger to public health and safety.

Must drive self and equipment to job sites as necessary.

ESSENTIAL FUNCTIONS: *(The essential functions or duties listed below are intended only as illustration of the various types of work that may be performed and are representative of those that must be met by an employee to successfully perform the essential functions of the job. 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.)*

Operate in a safe and approved manner one or more of the following: Side Load One Person Rubbish Packer; One Person Recycling Truck; Front End Loader; compact loader; mowing/landscape equipment, winter sanding and plowing equipment; paper bailer and, performance of associative duties included in their operation.

Make minor operating adjustments and services unit as detailed in Operator's Manual for equipment listed above.

Clean vehicles in an approved and specified manner.

Prepare and complete repair order requests for any and all defects on any equipment unit and forward same to Division Foreman.

Laborer duties may include lifting and loading trash bags, lifting and loading recyclable materials, lifting and traveling with receptacles in and across parks, sports field and parking lots/parking garage to truck; digging ditches, trenches, post holes and loading of dirt and construction materials; shovel, spread and tamp asphalt; break, remove and load old concrete and prepares sidewalks, curbs and streets for repairs; use assorted hand tools such as shovels and standard construction or carpentry tools; use assorted pneumatic tools such as portable pumps, air compressors, jackhammers, air drills.

MINIMUM QUALIFICATIONS:

Education and Experience:

Educational level sufficient to understand and follow specific verbal or written instructions; and, to provide written equipment and other requisite reports; three (3) years of direct or five (5) years of relevant experience resulting in ability to independently perform standard duties of the position.

Knowledge, Ability, Skill, Attitude:

Ability to establish and maintain satisfactory relationships with supervisors, coworkers, and the general public. Aptitude for and ability to safely operate tools and equipment utilized by the department. Must be punctual and perform all aspects of job responsibilities with honesty and integrity. Operational knowledge of departmental vehicles, equipment and their general maintenance. Ability to perform strenuous duties.

Physical Requirements:

Moderate to heavy physical effort required to perform manual tasks requiring consistent physical strength and endurance for extended periods and possibly under adverse weather conditions. Normal working day involves walking, standing, sitting, climbing with moderate to frequent body movements such as reaching, bending, twisting, grasping, pulling and pushing materials up to eighty (80) lbs. Good vision required for instrument reading and ability to perform close vision, distance vision, peripheral vision and the ability to adjust focus.

Special Requirements:

Must possess valid Massachusetts Class B Operator's License or equivelint from reciprocal State (CDL) with Air Brake Certification; applicable hoisters license(s) for position2B; any other licenses/endorsements as required by State or Federal law. Must successfully pass CORI/ SORI checks; must have an acceptable driving record and be insurable under city's policy; must pass pre-employment physical and drug screen pursuant to the DOT Regulations.

(This job description does not constitute an employment agreement between the employer and employee. It is used as a guide for personnel actions and is subject to change by the employer as the needs of the employer and requirements of the job change.)

Approved:

Diana Lotrimeau
Human Resources Director

11/26/19
Date

Revision History: 7/77, 10/88, 8/92, 8/99; 9/09, 8/15, 7/18

Marlo M. Warner II
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