

Job Title: DPW Equipment Operator II	<input checked="" type="checkbox"/> Non-Exempt	<input type="checkbox"/> Exempt
Reports To: Director of Public Works	Date Updated: September 2017	

Position Summary

A Public Works employee performs a variety of skilled and semi-skilled technical and manual work associated with the maintenance, repair and construction of DPW assets. Although road maintenance is the most common type of work performed, employees in this position also work in park and facility maintenance and in other related areas all requiring positive public relations skills.

Primary Job Responsibilities: To be successful in this position, the following tasks/objectives must be accomplished in the assigned timelines.

1. Assists in repairs and maintenance of the town's streets, right-of-way's, storm sewer system, and walkways.

- a. Street Repairs: pothole patching, crack sealing operations, sealcoat operations, flagging and traffic control, median maintenance, including weed removal and surface repair, and street sweeping.
- b. Right-of-way and Sidewalks: Sod replacement, black dirt and seed placement, tree trimming and removal, concrete sidewalk removal and repair.
- c. Maintain traffic markings, in erecting and repairing signage, in painting lines and curbs, etc.
- d. Sets-up a work zone with appropriate signs and cones that is compliant with required safety guidelines; may work as a Flagger during road maintenance activities.
- e. Storm Sewer System: Clean and repair catch basins, manholes and other structures.
- f. Snow Removal: Plows and removes snow using vehicles and equipment; sands, salts and chemically treats roadways, parking lots and sidewalks.

2. Help with care and upkeep of equipment.

- a. Insures the proper maintenance of equipment and tools by cleaning and checking equipment and tools after use.
- b. Performs routine inspection and preventive maintenance on assigned equipment and refers defects or needed repairs to supervisor; cleans equipment.

3. Provide maintenance for the Town's facilities.

- a. Mow grass, prune trees and hedges, and plant flowers and trees as required.
- b. Maintain park facilities including building tables and docks.
- c. Paint and maintain Town Hall.

4. Make every effort to have positive interactions with the Public.

- a. Answer questions politely and refer issues to the Director if not able to resolve quickly.
- b. Use patience, tact, diplomacy, and courtesy in dealing with the public.
- c. Maintain effective working relationships with those contacted in the course of work, including Town and other government officials, community groups, and the general public.
- d. May be assigned additional tasks associated with DPW work.

Requirements (Education/Training/Experience)

- High school degree or GED preferred plus 3 years related experience in public works, maintenance work or grounds keeping work.
- Must have and maintain a valid Class A CDL license.
- Must have in-depth knowledge of highway construction practices.
- Possess specialized expertise in at least two areas: i.e. heavy equipment, engine repair, welding, paving or highway construction.
- Ability to recognize maintenance and repair needs in advance of significant damage.
- Skilled in the safe operation of heavy and light vehicles.
- Must be willing and available to work an irregular schedule, which may include weekends, holidays, evenings, and/or varying shifts 24/7.

Competencies - To perform the job successfully, an individual should demonstrate the following competencies:

- **Public Service** - Manages difficult or emotional situations with the public; Solicits feedback to improve service; Responds promptly (within 3 days) to requests for service and assistance; Meets commitments.
- **Interpersonal Skills** - Focuses on solving conflict, not blaming; Listens to others without interrupting; Keeps emotions under control; Remains open to others' ideas and willing to try new things.
- **Oral Communication** - Speaks clearly; Listens and gets clarification; Responds well to questions.
- **Written Communication** - Able to read, understand and follow written instructions including safety guidelines.
- **Municipal Support** - Follows policies and procedures; Completes tasks as instructed and on time; supports the Town's goals and values.
- **Teamwork** - Able to work independently and cooperatively as a crew member; contributes to building a positive team spirit; supports everyone's efforts to succeed. Treats others with respect and consideration.

Working Conditions & Physical Demands

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.

- Work is performed in a variety of environmental conditions, both indoors and out, with exposure to wide temperature variations, noise, vibrations, fumes, grease, machinery and its moving parts, odors, and dust. Some exposure to hazardous chemicals.
- Frequent moderate to strenuous physical effort required to perform duties.
- Frequent lifting of 50 lbs. and occasional lifting of 90 lbs.
- Regularly required to stoop, kneel, crawl, crouch, turn and twist.
- Have manual dexterity and strength to operate objects, tools, or controls and reach with hands and arm on a regular basis; occasionally required to sit, talk and hear.
- Specific vision abilities required by this job include distance as well as close vision and the ability to focus.

Disclaimer

The above Job Description is intended to describe the general nature and level of the work being performed by people assigned to this role and is not an exhaustive list of all duties and responsibilities. The Town of St. Albans reserves the right to amend and change responsibilities to meet the Town's needs as necessary.