



Job Title	Heavy Motor Equipment Operator (HMEO)
Department	Public Works
Employment Status	Full-Time
Exempt/Nonexempt Status	Non-Exempt

Scope of Work

This position operates light and heavy motorized and hydraulic equipment at an advanced level in support of Public Works operations.

Supervision

Received	Working foreman
-----------------	-----------------

Essential Job Functions

An employee in this position may be called upon to do any or all of the following essential functions. These examples do not include all of the duties which the employee may be expected to perform. To perform this job successfully, an individual must be able to perform each essential function to satisfaction.

General Duties (all divisions)

- Operates a variety of motor driven vehicles and equipment including but not limited to front end loader, backhoe, etc.; uses a variety of power-driven and hand tools to perform assigned tasks; ensures that all safety precautions are followed while carrying out various public works-related projects.
- Services equipment to ensure proper operation, reports any malfunctions to the supervisor, and assists in making minor repairs and conducting routine maintenance.
- Prepares routine records, logs, and reports; may assist outside contractors engaged in construction and repair activities.
- Participates in professional development to maintain knowledge and licenses or certifications related to the provision of duties and responsibilities as well as safety requirements.
- Provides backup support and assistance for other DPW projects ranging from emergencies, seasonal incidents, and special projects on an as needed basis.
- Set up traffic safety patterns and safe work zones.
- Mandatory participation in the Snow & Ice Program; may include road treatment, plowing, snow hauling, etc.
- Follow safe work practices in accordance with local, state, and federal laws and regulations as well as departmental procedures.
- Performs other related job duties as required.

Parks & Forestry Duties

- Performs routine skilled and semi-skilled work in the daily maintenance of municipal trees and plantings; rakes leaves, trims trees and shrubbery, removes debris, weeds, and overgrown vegetation; mows, waters, and repairs field and park areas; bags and clears litter and cleans public areas; other general maintenance of forested areas, public shade trees, parks, and public recreation areas.
- Perform some routine and skilled laboring duties at intermediate levels, such as park, field, tree, pool, and ice skating rink maintenance (ponds); occasional grounds maintenance for public buildings and squares.
- Maintains trees using rope systems, ladders, and/or a bucket truck to safely and skillfully trim and remove branches, limbs, or treetops; removes and disposes of stumps, clears and removes brush, and prunes brush.

Recycling & Solid Waste Duties

- Performs routine skilled and semi-skilled work in the operation of the Transfer Station facility, including the maintenance of containers, trash, recyclables, and yard waste for pickup; enforcement of appropriate labeling of solid waste for relevant disposal; general facility maintenance.
- Handles a range of materials from trash, scrap metal, compost, rock, dirt, gravel; utilizes highly specialized equipment in nonstandard environments which may vary based on solid waste recyclables and compost materials on-site.
- Performs routine collection of waste and disposal at Town-owned facilities.

Streets & Transportation Duties

- Performs routine skilled and semi-skilled work at intermediate levels in the construction, repair and resurfacing, and maintenance of public ways and related infrastructure, including sidewalks, curbs, medians, grade shoulders, and associated traffic signals, signage, and appurtenances.

Water, Sewer, Drains Duties

- Performs routine skilled and semi-skilled work in the construction, maintenance, and repair of water, wastewater, and stormwater infrastructure, to include installing, repairing, and maintaining sewer pipes, water mains, storm drainpipes, services, and hydrants.

Education and Experience

Any equivalent combination of the below-listed education, training, certification, and experience, is qualifying:

- High school, plus elementary technical training, acquired on the job or through one year or less of technical or business school.1 to 3 years of related experience.
- OSHA 10 Hour Training required at time of hire or the ability to obtain within 1 year of employment.
- Valid driver's license.

Division Requirements (Parks & Forestry)

- CDL Class B
- 2B Hoisting Engineer license.

Beneficial (Parks & Forestry)

- CDL Class A
- 1C, 4G Hoisting Engineer license

Division Requirements (Recycling & Solid Waste)

- CDL Class A
- 1C, 2B Hoisting Engineer license

Division Requirements (Streets & Transportation)

- CDL Class B
- 2B Hoisting Engineer license

Beneficial:

- CDL Class A.
- 1C, 2A Hoisting Engineer license.

Division Requirements (Water, Sewer, Drains)

- CDL Class B
- Tanker Endorsement required at time of hire or the ability to obtain within 1 year of employment.
- 1B, 2A Hoisting Engineer license.

Beneficial:

- CDL Class A
- 4E Hoisting Engineer license

Knowledge, Ability, and Skill

In addition to appropriate education and experience, the individual should also have the following knowledge, abilities, and skills:

Knowledge of	• Knowledge of materials, methods, and current practices associated with maintenance as well as related infrastructure and equipment. • Knowledge of the safe and effective operation of department equipment, machinery, vehicles, hand, and power tools. • Knowledge of safety practices regarding the use of department vehicles and equipment. • Knowledge of snow and ice removal techniques and practices. • Knowledge of field safety. • Knowledge of municipal geography.
Ability to	• Ability to follow directions. • Ability to operate specialized equipment. • Ability to work independently with minimal supervision. • Ability to interact with the public tactfully and effectively. • Ability to establish and maintain effective working relationships. • Ability to carry out essential functions under hazardous or inclement weather conditions in a safe manner.
Skill in	• Strong communication skills, problem-solving skills, and customer service skills. • Proficient fine motor and mechanical skills required to operate hand and power tools and equipment used to carry out the essential functions of the position in a safe and efficient manner. • Skilled in the operation of heavy/light motor equipment, construction equipment, and performance of physical labor.

Physical and Environmental Working Conditions

The physical and environmental demands described here are representative of those that must be met by an employee to successfully perform the essential function of this job.. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

- Duties require frequent and extended periods of time performing outside work, subject to all weather conditions and extremes.
- Prolonged periods of exposure to challenging environmental conditions such as uneven terrain; cramped spaces; heights; high concentrations of dust, dirt, grease, fumes, smoke, intense odors, and loud noises where continued attention must be given to safety protocols; during emergency situations, work may be performed under considerable pressure.
- Uses moderate physical strength and effort daily, such as moving, lifting, carrying, and stacking heavy objects, and pulling, pushing, standing, or walking for extended periods of time.
- Applies eye-hand coordination with finger dexterity and motor coordination to use tools and equipment safely and precisely.
- Routinely reads documents for general understanding and analytical purposes, including handwriting, maps, blueprints, and forms; inspects surroundings and fine details to assess conditions of materials, equipment, landscapes, and buildings; reviews detailed information displayed on a computer screen.
- Regular and sustained periods of time in strenuous physical exertion, requiring the ability to lift, carry and position heavy objects up to and including 100 pounds, utilizing proper body mechanics and techniques.