



# City of Framingham, MA

February 18, 2025

## Position Vacancy

RFP #25-018-01

**Position:** Heavy Equipment Operator  
**Department:** DPW – Highway  
**Salary Range:** WH 1: \$29.13 – \$35.37 per hour  
**Schedule:** Monday – Friday 7:00 a.m. to 3:00 p.m.



*The City of Framingham is currently a 100% onsite work environment.*

- Position will remain open until filled.
- The City of Framingham offers a robust benefits package and is an eligible employer for the [Federal Student Aid Public Service Loan Forgiveness Program](#).
- We seek to hire a candidate who shares our commitment to Framingham and values civility, collegiality and working in a coordinated team environment to serve the City of Framingham.
- This position is covered by the Collective Bargaining Agreement between the City of Framingham and LIUNA, Local 1156 DPW Union.
- The City of Framingham is committed to the ongoing pursuit of strategic diversity initiatives that help to position diversity, equity, and inclusion as central to municipality and community-wide excellence in the City of Framingham.
- The City of Framingham is an Affirmative Action Equal Opportunity Employer.

### **Position Purpose:**

Performs highly skilled and semi-skilled tasks involving, but not limited to; construction, repair and alteration of cement concrete sidewalks, granite curbing and edging and various other masonry structures, bituminous concrete sidewalks, aprons, parking areas, storm drains and storm drain structures, etc.

The HEO is responsible for carrying out various other assignments essential to the Highway Division and shall have a thorough knowledge of the principles and practices of highway related maintenance such as the forming and finishing of concrete and experience working with, installing and repairing bituminous concrete, and the fabrication or storm drain structures. The HEO drives and operates assigned motor equipment in accordance with all applicable regulations and safety practices and performs skilled laboring and related work incidental to assigned task; performs laborers duties when not performing operator duties.

Due to the importance of emergency response during winter weather events, vacation usage is very restricted from December 1 to April 1 each year.

### **Essential Functions:**

*The essential functions or duties listed below are intended only as illustrations of the various type 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.*

1. Operate motor equipment including, but not limited to, heavy snow-fighters, street sweepers and cleaners, front end loaders, backhoes, tracked excavator, wheeled excavator, paving related equipment, catch basin cleaning equipment, sidewalk tractors, flail mowers, brush chippers, skyworkers, log loaders, skid steer loaders, street flushers, drain cleaners, bull dozers or any other similar equipment.
2. Responsible for maintaining work sites in compliance with MUTCD and ATSSA guidelines.
3. Be responsible as to ensure that all safety practices and measures, including but not limited to, work zone safety and that personal protective clothing is worn.

4. Operates motor equipment in a professional, proficient and competent manner with care taken to perform the work safely and with efficiency.
5. Performs vehicle condition inspections and reports as required by law or by Department policy.
6. Performs minor maintenance functions on assigned equipment such as cleanliness, inspection and maintaining air pressures, fluid levels; the lubrication of mechanical joints; etc.
7. Prepares trip logs, equipment inspection records, and other related records as directed.
8. Maintains work area(s) in clean and orderly manner.
9. Ensures that any passengers comply with established safety procedures.
10. Performs general labor duties incidental to assigned duties. May be assigned as a laborer when not assigned to equipment operation; performs related work as assigned.
11. Constructs, fabricates, erects, alters, maintains and repairs asphalt sidewalks, streets and roadways, driveway aprons and parking lots in a skilled manner.
12. Constructs, fabricates, erects, alters, and maintains highway structures including storm drain infrastructure and/or sidewalks of cement, tile, block or brick, using whatever methods, tools and procedures are necessary to complete the task in a safe, proper and proficient manner.
13. Construct and rehabilitate sidewalks, footpaths, wheelchair ramps, stairs, entryways, landings and other pedestrian infrastructure(s) in conformity with all local, state and federal standards as may be mandated or applicable. This is to include measurements and standards of slope, width, size, transition, materials and other specifications as part of the Americans with Disabilities Act and the Architectural Access Board standards.
14. Performs miscellaneous maintenance and repair tasks on municipal buildings and on City owned properties.
15. Any other related duties that may be required.
16. Performs required Department of Public Works tasks such as snow plowing, snow removal, standby and emergency duties, and other essential functions as may be required.
17. Participates substantially in the operation of the Department as may be required in both scheduled and unscheduled overtime assignments
18. Subject to drug and alcohol testing in accordance with DOT requirements and City Policies.

**Qualifications:**

- Two years of qualified experience in the profession, as a construction equipment operator, or equivalent.
- Must have demonstrated, or be able to demonstrate proficiency in the skilled and semi-skilled construction techniques.
- Considerable experience and training in the operation of all types of assigned motor equipment utilized by the City.
- Must possess a valid Commonwealth of Massachusetts Class A license with air brake and tanker endorsement and a good driving record.
- Possession of a Massachusetts Department of Public Safety Hoisting Engineers License 1B, 2A, 4E and 4G. The 1B and 2A license are required at the time of hire. Candidates have six months to obtain any outstanding licenses.
- Certified as a Competent Person in Excavation Safety.
- Must demonstrate, by operation or test, proficiency in operation of specific equipment types including loader and backhoe loader.
- Good physical condition as evidenced by a physical examination.
- **Knowledge of:**
  - Principles and practices pertaining to the correct, proficient, and safe operation of equipment and assigned vehicles
  - Applicable State, Municipal, and Department rules and regulations pertaining to safe operation of assigned motor equipment.
  - Rules and regulations relative to proper safety codes.
- **The Ability to:**
  - Recognize conditions requiring maintenance and repair; perform these repairs as necessary.
  - Operate heavy equipment with a high degree of skill and efficiency.
  - Work alone without close supervision.
  - Perform moderately heavy material handling.

- Work in difficult positions when necessary.
- Work scheduled and unscheduled overtime as may be required.
- Comply with all City and Department policies and procedures.
- Demonstrate ability to exercise sound judgment consistently.
- Frequently lift, push, pull, move and/or carry up to 45 lbs.
- Occasionally lift, push, pull, move and/or carry up to 100 lbs.
- Sit long periods on equipment while operating equipment.
- Climbing, kneeling, balance, stoops, bend and crouch; reach and handle tools with both hands.
- Perform sustained and vigorous activities in a variety of environments, temperatures, and weather conditions.
- Meet physical requirements necessary to perform duties.
- Carry out instructions furnished in written and oral form.
- **Special Requirements:**
  - Must be able to pass MA CORI/SORI background checks

**Supervision Received:**

Works under the general direction of the Highway Supervisor.

**Supervision Given:**

Regularly responsible for directing the work of subordinates including assuming Competent Person duties as they relate to trench operations.

**Work Environment:**

The nature of duties may involve continuous presence of unpleasant or irritating elements, such as considerable noise, odors, chemical fumes, dust, smoke, heat, cold, oil, dirt or grease. Work may be performed outdoors, regardless of weather conditions. May be required to be on call for 24 hours or being under prolonged pressure during emergency situations. May be required to weigh competing and concurrent demands under deadline pressures.

**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 position's essential functions.*

Employee must be capable of operating miscellaneous tools and equipment relative to this position. Time spent standing, walking, and sitting. Lifting, pushing/pulling, or carrying of objects weighing up to 45 pounds with occasionally a maximum up to 100 pounds. Climbing, stooping, kneeling, crouching, crawling, twisting, and bending and repetitive movements of the hands. Communicate effectively with others, orally and in writing.

**Performance Evaluations**

- Performance evaluations shall be performed annually by the Division Director or their designee. These evaluations shall be used to establish goals and objectives, measure progress and accountability, and to identify areas where an employee's performance may require improvements.
- A good performance evaluation shall be the minimum requirement in order to achieve an annual step increase in wage.