



City of Framingham, MA

November 12, 2025

Position Vacancy

RFP #26-031-01



Position: Medium Equipment Operator
Department: Water Division
Grade: W-9 \$24.35 - \$29.55
Schedule: Monday-Friday 7:00 am-3:00pm

Framingham's Department of Public Works (DPW) is a team of dedicated professionals who take pride in the jobs they do to protect the health, safety and well-being of everyone in the Framingham community. The DPW designs, builds, refurbishes, replaces, oversees and maintains a complex system of above and below ground public infrastructure. [Please visit our website for more information!](#)

This is a full-time (37.5 hours per week), benefit and overtime eligible position, classified as W-9 on the City's municipal employee classification plan that currently utilizes a predetermined step increase system

This position is covered by the Collective Bargaining Agreement between the City of Framingham and LIUNA, Local 1156 DPW Union.

- Position will remain open until filled.
- The Department of Public Works is located at 110 Western Avenue
- 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.
- 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:

- Drives and operates assigned motor equipment in accordance with all applicable regulations and safety practices.
- Performs skilled labor and related work incidental to assigned task; performs laborer's duties when not performing operator duties.
- Responsible that all safety practices and measures, including, but not limited to, work zone safety, confined space entry and excavation safety, are adhered to and that personal protective clothing and equipment are utilized.
- Operates motor equipment in a professional and competent manner and with care taken to perform the work safely and with efficiency.
- Performs semi-skilled tasks involving, but not limited to; installation, maintenance, repair and replacement of pipe, water hydrants, valves, mains, services and other equipment that are part of the water and wastewater system.
- Due to the importance of emergency response during winter weather events, vacations are limited during this time.

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 equipment including, but not limited to; front end loaders, backhoes, compacting equipment, gate and valve exercising equipment, wastewater cleaning equipment, skid steer loaders, camera inspection vehicles, snow-fighters or any other similar used in the industry for water or wastewater related work.
2. Assist in the installation and repair of pipe, mains, services, valves, gates, hydrants and other appurtenances in a skilled manner. Makes emergency repairs and takes necessary steps to restore water and wastewater service as quickly and efficiently as possible.
3. In the case of breaks or failures, assist in determining cause, locating problem area; shutting off service. Make emergency or permanent repairs for the resumption of service using whatever methods, tools and procedures are necessary to complete the task in a safe, proper and proficient manner.
4. Perform daily vehicle condition inspections and reports as required by law or by Department policy.
5. Perform minor maintenance functions on assigned equipment such as checking and maintaining air pressures, fluid levels; lubrication of mechanical joints by applying necessary greases, routine cleaning of vehicle exterior and interior; etc.
6. Maintain work area(s) in a clean and orderly manner.
7. Perform general labor duties incidental to assigned duties. May be assigned as a laborer when not assigned to equipment operation; performs related work as assigned.
8. Prepare electronic work orders documenting daily tasks performed.
9. Perform miscellaneous maintenance, repair and landscaping tasks on municipal buildings and on city owned properties.
10. Perform required cross-departmental Public Works tasks such as snow plowing, snow removal, standby and emergency duties, highway and solid waste tasks and other essential functions as may be required.
11. Establish and maintain effective working relationships with supervisors, co-workers and the general public.
12. Perform other related duties that may be required.

Qualifications:

- **Education, Training, and Experience:**
 - Graduation from a standard high school, vocational school course or GED
 - Two years of qualified experience in the construction industry or motor equipment operator, or equivalent.
 - 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 B license with air brake endorsement and a good driving record.
 - Possession of a 2B Massachusetts Department of Public Safety Hoisting Engineers License.
 - Good physical condition as evidenced by a physical examination.
- **Working Knowledge of the Following:**
 - 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, regulations and applicable laws relative to job related safety.
- **The Ability To:**
 - Recognize conditions requiring maintenance and repair, perform these repairs as necessary.
 - Operate equipment with a high degree of skill and efficiency.
 - Work alone without close supervision.
 - Work in difficult positions when necessary.
 - Work scheduled and unscheduled overtime as may be required.
 - Meet physical requirement necessary to perform duties as evidenced by a medical examination.
 - Comply with all Federal, State, City and Department policies and procedures.

- Exercise sound judgment consistently.
- Frequently lift, move push, pull and/or carry up to 45 lbs.
- Occasionally lift, move, push, pull and/or carry up to 100 lbs.
- Balance, stoop, bend and crouch; reach and handle tools with both hands.
- Perform sustained and vigorous activities in a variety of environments, temperatures, and weather conditions.
- Physically able to enter manholes, trenches, sewer lift stations and water and sewer pump stations.

Supervision Received:

Works under the general direction of a Water Supervisor, or their designee.

Supervisory Responsibility:

May be intermittently responsible for the conduct of helpers as necessary.

Work Environment:

The nature of duties may involve the presence of unpleasant or irritating elements, such as noise, odors, chemical fumes, dust, smoke, heat, cold, oil, dirt or grease. Work may be performed outdoors, regardless of weather conditions.

Performance Evaluations:

Performance evaluations shall be performed annually by the Division Director or his/her 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 improvement. A good performance evaluation shall be the minimum requirement in order to achieve an annual step increase in wage
