



Position Vacancy

RFP #26-073-01

Position: Lead Sanitation Driver
Department: Public Works – Sanitation Division
Salary Range: W-11: \$27.86 - \$33.70 hourly
Schedule: Tuesday - Saturday 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.

The Framingham DPW Sanitation Division collects refuse and recycling from over 17,000 residential dwellings and transports over 130,000 pounds of material for recycling or disposal every day. The division performs special curbside collections including spring and fall leaf and brush and Christmas trees.

Position Purpose:

The Sanitation Lead Driver ensures the timely and efficient curbside collection of municipal solid waste and/or recycling. The Driver also performs duties in support of special collections such as leaf, brush, metals and hazardous waste.

Due to the importance of emergency response during winter weather events, vacations are limited between December 1st and April 1st.

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. Ensures that the collection of curbside municipal solid waste and/or recycling is performed in a timely, clean and orderly fashion.
2. Operates equipment including rubbish packers, roll-off trucks, stationary compactors, fork lift, front end loaders and lift gate trucks in accordance with all applicable regulations and safety practices.
3. Performs duties required to support special collections such as leaf and brush, metals and hazardous waste.
4. Performs duties in support of the operation of the recycling center.
5. Performs laborers duties when not performing operator duties.
6. Responsible to make sure that all safety practices and measures, including but not limited to, work zone safety are followed and that personal protective clothing is worn.

7. Reports problems to the appropriate supervisor so that all waste disposal issues can be resolved quickly and efficiently and within the guidelines of the city's sanitary rules and regulations.
8. Conducts themselves in a professional and courteous manner.
9. Determines what constitutes acceptable curbside waste collection items from the established Sanitation Rules and Regulations.
10. Places the appropriate violation tags on items as instructed.
11. Complies with established safety procedures.
12. Performs minor maintenance functions on assigned equipment such as checking and maintaining air pressures, fluid levels; lubrication of mechanical joints by installing necessary greases; etc.
13. Prepares trip logs, equipment inspection records, collection violation reports and other related records as directed.
14. Maintains trucks, equipment and work area(s) in clean and orderly manner.
15. Performs miscellaneous maintenance and repair tasks on municipal buildings and on city owned properties.
16. Any other related duties that may be required.
17. Performs required Department of Public Works tasks such as snow plowing, snow removal, standby and emergency duties, and other essential functions as necessary. Due to the importance of emergency response during winter weather events, vacations are limited during this time.

Qualifications:

- Graduation from a standard high school, vocational school course or GED.
- One year of experience in the profession, as a motor equipment operator, or equivalent.
- Considerable experience or 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 Massachusetts Department of Public Safety Hoisting Engineers License with 1C and 2B endorsements.
- Good physical condition as evidenced by a physical examination.
- Knowledge of:
 - Principles and practices pertaining to correct 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.
- Ability to:
 - Recognize conditions requiring maintenance and repair; manage personnel toward these repairs as necessary.
 - Exercise proper professional and technical judgment.
 - Operate equipment with a high degree of skill and efficiency.
 - Work alone without close supervision.
 - Comply with all Federal, State, City and Department policies and provisions.
 - Work in difficult positions when necessary.
 - Meet physical requirements necessary to perform duties.
 - Frequently lift, move, push, pull and/or carry up to 45 lbs.
 - Occasionally lift, move, push, pull and/or carry up to 100 lbs.
 - Conduct him or herself in a manner that is appropriate and in compliance with the customer service guidelines of the City of Framingham.
 - Extensive physical activity performing strenuous daily activities of a primarily industrial nature.
 - Frequent stooping, kneeling, crouching, crawling, lifting and carrying.
 - Works under varying weather conditions.
 - Work scheduled and unscheduled overtime as may be required.

Supervision Received:

Works under the direct supervision of Operations Manager or their designee.

Supervisory Responsibility:

Shall be responsible for the conduct and performance of the assigned crew.

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.

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