

Town of Lincoln Snowplow Operator

Town of Lincoln

Snowplow Operator

FLSA Status: Non-exempt

Full Time or Part Time: Temporary

Reports To: Road Supervisor, Selectboard

Job Summary: This position is for a part-time, temporary snowplow operator for the Town of Lincoln Highway Department, carrying out a variety of winter related highway tasks. Hours are irregular and may include days, evenings, nights, weekends, and holidays, depending on weather and road conditions, with overtime as needed. Work generally falls between November 1-March 31 but may extend outside these dates.

Duties and Responsibilities:

- The primary duty is to perform snow and ice removal by plowing and applying sand and salt to the roads, remove ice from culverts, and other tasks to facilitate safe travel conditions and as directed by the Road Supervisor.
- Install and change snowplow blades and wings on trucks with another crew member.
- Perform manual tasks such as shoveling and other related winter road maintenance work.
- Perform brief regular inspections and routine maintenance on vehicles, including washing and cleaning trucks after each storm and performing minor repairs to ensure safe operation.
- Report concerns and requests expressed by the public to the Road Supervisor.
- Wear all required personal protective equipment (PPE).
- Know and follow safety procedures and precautions at all times.
- Ensure that all interactions with colleagues, municipal officials and the public are respectful, courteous, and helpful.
- Comply with all municipal policies and state and federal regulations.
- Perform other duties as assigned.

Knowledge, Skills and Abilities

- Must safely and skillfully operate municipal trucks for long periods of time.
- Must maintain strong safety awareness, problem solving, and critical thinking skills.
- Must be able to think and act proactively with regard to safety, equipment operation, equipment maintenance and efficient operations of the Highway Dept.
- Must willingly receive and apply constructive feedback.

Experience, Education and Training

- At least one-year experience driving dump trucks and plowing snow.
- High school diploma or equivalent required or two years of relevant experience required.
- Valid Commercial Driver's License (CDL) Level A or B required, along with a clean driving record and drug and alcohol testing.

Physical and Mental Demands

- Must adhere to all federal drug and alcohol testing requirements for drivers of Commercial Motor Vehicles.
- Must demonstrate excellent judgment and quick reaction time to prevent accidents and respond appropriately in the event of an emergency.

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- Must be able to move up to 50 pounds and occasionally lift or move up to 100 pounds with the assistance of another Highway Maintenance Worker.
- Dexterity and visual acuity are needed to safely drive and operate manual and power tools.
- Must have ability to withstand exposure to varying weather conditions while exerting physical effort during long shifts.
- Must be able to safely drive a municipal vehicle for prolonged periods of time that may include darkness and challenging weather conditions.
- Must be able to safely switch from sedentary driving position to manual labor and vice versa.
- Must have good vision (with or without corrective lenses), peripheral vision, spatial orientation, and depth perception for safe driving, equipment operation, and accident avoidance.
- Must be able to respond immediately to vehicle horns and voice communication.
- Must be able to frequently climb into and out of large vehicles and heavy equipment safely.
- Ability to stand and work over uneven or slippery terrain is required.
- Physical demands may also include: constant reaching, frequent walking, frequent prolonged sitting, frequent prolonged standing; frequent grasping; frequent bending/crouching.

Work Environment and Conditions

- Most work occurs in trucks, outdoors on municipal roads, or in the municipal garage.
- Exposure to rain, snow, ice, cold, and other extreme weather conditions for long periods
- Exposure to moving mechanical parts, roadside danger, loud noise and vibration
- Walking/movement occurs over uneven or slippery ground, hillsides, ditches, brooks, etc.
- Weekend and night on-call hours required.

Disclaimers

- *The above information is intended to describe the general nature of this position and is not to be considered a comprehensive statement of duties, activities, responsibilities and requirements. Additional duties, activities, responsibilities, and requirements may be assigned, with or without notice, at any time.*
- *This job description is not an employment contract or a promise of work for any specific length of time.*

Equal Employment Opportunity Employer

The Town of Lincoln is an Equal Employment Opportunity employer.

Signatures

Employee Acknowledgement

I have received and understand the requirements, essential functions and duties of this position.

Employee Signature

Date

Supervisor Approval

Supervisor Signature

Date

Selectboard Approval

Selectboard Chair Signature

Date