



Town of Rockland

Job Description

Position Title:	Equipment Operator	Union:	Highway, Park, and Tree AFSCME Council 93
Reports To:	Park Superintendent	Date	6/26/2025
Department:	Park Department	FLSA:	Non-Exempt

DEFINITION

The Equipment Operator (EO) performs manual work for the Parks Department, including the maintenance and cleanliness of municipal parks and open spaces, operating heavy trucks and machinery, performing a variety of operation, maintenance, repair duties, snow, and ice removal, and ensuring the proper working condition of equipment, vehicles, and other property owned by the Town.

ESSENTIAL FUNCTIONS

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

- Maintains municipal parks and open spaces, removes snow, inspects, and repairs athletic fields, paints lines, trims trees, mows fields, cuts back brush, performs tree work, maintains rail trails and community paths, and performs a variety of public space maintenance functions.
- Operates a variety of motor driven vehicles and equipment including front end loader, backhoe, excavator, cleaning vehicle, etc.; 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 supervisor, and may assist in making minor repairs and maintenance.
- Uses a variety of power-driven and hand tools to perform assigned tasks.
- Prepares for and responds to emergencies and seasonal incidents including snow removal, stormwater, flooded areas, construction projects, and repair and maintenance of equipment and machinery.
- May assist the public navigating work zones and barriers, including on community paths, rail trails, and other open spaces.
- Works on construction projects on all public parks and athletic fields.
- Maintains public parks and athletic fields in conjunction with Recreation, as well as other discrete tasks.
- 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 municipal projects, as needed.
- May assist with the setup, coordination, or support of Town and School events, as needed.
- Performs other related job duties as required.

SUPERVISION RECEIVED

Under general supervision. The employee is familiar with the work routine and uses initiative in carrying out recurring assignments independently. The supervisor provides additional, specific instruction for new, difficult,

or unusual assignments, including suggested work methods. The employee refers unusual situations to the supervisor for advice and further instructions.

JUDGMENT AND COMPLEXITY

The work involves numerous standardized practices, procedures, or general instructions that govern the work and requires additional interpretation. Judgment is needed to locate, select, and apply the most pertinent practice, procedure, regulation, or guideline.

NATURE AND PURPOSE OF CONTACTS

Relationships are primarily with coworkers and other Town departments, and may include contractors, vendors, and on occasion, state, or federal agencies. These interactions typically involve exchanging information and coordinating work tasks.

EDUCATION AND EXPERIENCE

High school diploma or equivalent and 1 to 3 years of related experience; or any equivalent combination of education, training, certification, and experience.

Valid driver's license, and 1C/2A Hoisting Engineer licenses required at time of hire. Pesticide applicator license and Class B CDL with air brake endorsement, preferred but not required.

KNOWLEDGE, ABILITY, AND SKILLS

Knowledge: Working knowledge of materials, methods and current practices essential to the construction and maintenance of parks and open spaces as well as related infrastructure and equipment. Knowledge of technical terminology, shop, and grounds machinery and a variety of measuring equipment. Working knowledge of snow and ice removal techniques and practices. Knowledge of field safety. Familiarity with pesticide application.

Abilities: Ability to multi-task and manage conflict. Ability to communicate effectively both orally and in writing. Ability to maintain good public relations and to maintain effective collaborative working relationships with Town departments, department heads, fellow employees, officials, and the general public, and to respond in a courteous and professional manner. Ability to meet deadlines. Ability to work independently. Ability to follow directions. Ability to operate specialized equipment such as trucks, trailers, backhoes, and loaders in a safe and effective manner. Ability to carry out essential functions under hazardous or inclement weather conditions in a safe manner.

Skills: Strong communication skills, problem-solving skills, and customer-service skills. Effective mechanical skills and operation of equipment and vehicles.

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 continually performed outdoors, regardless of weather conditions. May be required to be on call for 24 hours or be under prolonged pressure during emergency situations.

PHYSICAL, MOTOR, AND VISUAL SKILLS

The physical 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.

Physical Skills

Work requires moderate and intermittent physical strength and effort daily, such as, lifting heavy objects,

carrying the object(s), and stacking them or placing them in a vehicle or storage area. In addition, pulling, pushing, standing, or walking for the full workday may also be involved. A great deal of physical effort may be exerted at this level.

Motor Skills

Duties involve assignments requiring application of hand-eye coordination with finger dexterity and motor coordination.

Visual Skills

Visual demands require routinely reading documents for general understanding and analytical purposes as well as some computer use for email, review of work orders, and engagement with similar programs.