



Town of Rockland

Job Description

Position Title:	Truck Driver Laborer/Class II	Union:	Highway, Park and Tree AFSCME Council 93
Department	Highway Department	Posting Date:	9/26/2025
Reports to:	Highway Superintendent	FLSA Status:	Non-exempt

DEFINITION

The Highway Truck Driver/Laborer conducts manual work in construction, maintenance, repair projects, groundskeeping, snow and ice removal, and other related work, as required.

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 roadways by mowing, trimming, loaming, seeding, mulching, fertilizing, aerating, cleaning, and removal of trash and tree debris.
- Maintains trees, shrubs and other plantings along roadways and trims, removes, and installs new plantings.
- Participates in road emergency responses, traffic control for relevant road closures, detours, etc.
- Operates and maintains various machine equipment, including but not limited to lawn mowers, trimmers, edgers, aerators, chainsaws, trucks, dump trucks, pick-up trucks, trailers, street sweepers, other light vehicles, and hand tools.
- Assists with street maintenance and repair projects by performing manual work, including constructing and repairing streets, roads, sidewalks, manholes, catch basins and drainage systems, and the application of pavement markings and paint.
- Raking, dumping, spreading, grading, and rolling of asphalt, gravel, stone, and other material for streets, roads, and sidewalks, as well as cutting and chipping brush and trees and removal of brush and leaves while maintaining roadsides.
- Participates in snow and ice removal and salt/sand operations.
- Performs minor maintenance on equipment used.
- Unloads, loads, and moves materials, equipment, and supplies and may assist in storing and sorting inventory.
- Participates in professional development to maintain required licensure and certification for the provision of duties and responsibilities.
- Interacts with co-workers, the public, and external contacts such as contractors or vendors doing business for the Town.
- Provides backup support and assistance to other departments on an as-needed basis.
- Performs other related job duties as required.

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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 coworker's incidental to the purpose of the work and involve giving and receiving information about the work. Ordinary courtesy and tact are required. Contacts with the public may be required on an occasional basis.

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 Class B CDL with air brake endorsement required at time of hire.

KNOWLEDGE, ABILITY, AND SKILLS

Knowledge: Working knowledge of materials, methods, and current practices essential to the construction and maintenance of municipal streets and roadways 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.

Abilities: Ability to follow directions. Ability to operate specialized equipment such as mowers, seeder/spreader, aerators, trucks, trailers, backhoes, and loaders. Ability to work independently with minimal supervision. Ability to interact with the public tactfully and effectively. Ability to establish and maintain effective working relationships with department staff and with contractors doing business with the Town as well as state regulatory authorities. 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 department 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

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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 must 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. Occasional computer use.

This job description does not constitute an employment agreement between the employer and employee, and is subject to change by the employer, as the needs of the employer and requirements of the job change.