

**CLEAN WATER FACILITY
LABORER/OPERATOR**

POSITION TITLE:	Laborer/Operator	DATE:	February 2026
DEPARTMENT:	Clean Water Facility	GRADE:	H
REPORTS TO:	Clean Water Superintendent	FLSA:	Non-Exempt

DEFINITION

Position is responsible for providing labor in the areas of maintenance and repair for the Clean Water Facility, including ensuring the safety and cleanliness of pump stations and the treatment plant and proper working condition of equipment and supplies. Performs a variety of equipment operation, maintenance, and repair duties.

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.

- Assists in the operation, maintenance, and repair of equipment and machinery. Updates maintenance records.
- On call to respond to emergencies at plant and pump stations.
- Conducts weekend checks at plant on rotating basis. Conducts daily checks of the plant. Conducts weekly checks of pump stations.
- Assists in regular and unscheduled maintenance and repairs of all equipment and machinery.
- Communicates with Lead Operator regarding treatment process and pump stations. Makes recommendations for repairs and improvements.
- Assists in seasonal grounds maintenance at plant and pump stations.
- Performs laboratory work when required.
- Records data, including laboratory data and process, catch basin locations and sewer flow data.
- Operates a variety of vehicles and equipment, ensuring safety precautions are followed.
- 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 is well defined and has detailed rules, instructions, and procedures. Judgment involves choosing the appropriate practices, procedures, regulations, or guidelines to apply in each case.

NATURE AND PURPOSE OF CONTACTS

CLEAN WATER FACILITY LABORER/OPERATOR

Relationships are primarily with coworkers incidental to the purpose of the work and involve giving and receiving detailed 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 year of related experience; or any equivalent combination of education, training, certification, and experience.

Valid drivers' license required.

Ability to achieve a Grade 3 Mass. Wastewater license within one year of employment.

KNOWLEDGE, ABILITY, AND SKILLS

Knowledge: Knowledge of relevant federal and state laws and regulations related to essential functions. Knowledge of safety rules and regulations and plant operations.

Abilities: Ability to prioritize tasks. Ability to monitor operating conditions, meters, and gauges. Ability to collect and test water and sewage samples. Ability to operate, clean, and maintain equipment. Ability to learn and implement federal and state laws and regulations. Ability to ensure safety standards are met. Ability to communicate effectively both orally and in writing. Ability to meet deadlines. Ability to work independently.

Skills: Safe and effective equipment and vehicle operation techniques. Awareness of safety concerns. Effective communication skills, problem-solving skills, and customer-service skills.

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 must be exerted at this level.

Motor Skills

Duties involve assignments requiring application of hand-eye coordination with finger dexterity and motor coordination. Position may require use of laboratory equipment, operation of valves and pumps, operating fire hoses, and operating motor vehicles.

Visual Skills

Visual demands require routinely reading documents for general understanding and analytical purposes and operating equipment, including motor vehicles, lab equipment, valves, and pumps.