



OFFICE OF HUMAN RESOURCES

TOWN OF NORWELL

345 Main Street, Norwell, MA 02061

TEL: 781-659-8060 Email: bchilds@townofnorwell.net

TOWN OF NORWELL

LABORER/DRIVER - TREE & GROUNDS DEPT.

7:00am – 3:30pm, Monday–Friday (40 hours)/Overtime Opportunities & Excellent Benefits

Town of Norwell (EOE/AA/ADA) seeks a motivated & experienced Laborer/Driver who desires a team oriented and collaborative work environment for the Tree & Grounds department. Position is affiliated with AFSCME Council #93, Local 1700 Union.

OVERVIEW

Performs laborer duties for Town related to care and maintenance of Town owned lands, including cemeteries, conservation land, pathways, sidewalks, roads, recreation areas, athletic fields, parks, schools, Operates landscaping equipment to include mowers, power saws, chain saws, & power tools in cutting, removal/trimming of trees, brush, chips, debris & shrubs. Cuts grass, plants and trims shrubs & trees. Applies pesticide. *Experience in driving & use of heavy equipment, bucket truck operator, tree climbing desirable.* Employee must be available for overtime for standby & callbacks (including nights/weekends) for all snow plowing, ice, tree & any other emergencies for the Town of Norwell. Employee must have reliable public transportation and be able to work regular and overtime hours. High school degree or GED required. Three (3) or more years of related work experience desired. Must be U.S. authorized to work.

REQUIRED LICENCES

Employee is required to have a **CDL Class B license** OR receive license within 6 months of hire (or a later time period approved by the Highway/Tree Director if employee is enrolled in a CDL course). A Hoisting 2A license & Pesticide Applicator license must be received within 1 year of hire.

PAY & BENEFITS

Hourly Starting Rate: \$25.17 per/hour with CDL: \$23.62* per hour with No CDL

Future Pay Increases: Hourly rate increases at 6 and 12 months of employment. Additional annual cost of living % applicable each July 1st. Union wage scale has 7 steps for pay advancement.

**Opportunity for current/future students who are enrolled in a CDL B program to work flexible part-time hours for the Town while attending a CDL training program.*

Standby Pay: \$40/weekday; \$50 weekends/holidays

Additional Annual stipends up to \$2,000/year for current licenses (Hoisting, Hydraulic, 4e and 4g, Pesticide)

Uniform Allowance: \$800/annual

Paid Time Off: Annual vacation (10 days), Personal Days (3.0), Sick Days (15 per year + carryover)

Benefits: Employer sponsored Health (BCBS New England) & Life Insurance, Voluntary Dental, Vision, Life, Disability, Flexible Spending Accounts (Health & Dependent), & other optional benefits available to all employees.

Retirement Pension Plan: Eligible to contribute to Plymouth County Retirement Association, a public retirement system under MA G.L. 32.

APPLICATION PROCESS/DEADLINE (Position Open Until Filled)

Submit a current resume and a completed Town of Norwell job application (download from <https://townofnorwell.net> under Human Resources tab) in a PDF format to bchilds@townofnorwell.net or drop off in person to Office of Human Resources, 345 Main Street, Norwell, MA 02061