

TOWN OF SUTTON
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Town of Sutton Labor Equipment Operator Job Posting

Position Title:	Labor Equipment Operator	Work Hours:	40 Hours
Department	Highway Department	Date:	February 2, 2026
Reports to:	Highway Superintendent	FLSA Status:	Non-Exempt
Union:	Teamsters Local 170	Payscale	PW3

The Town of Sutton is seeking a skilled and motivated Highway Operator to perform the operation, maintenance, and repair of municipal roads, drainage systems, and related public works infrastructure. The ideal candidate will have strong mechanical aptitude, experience operating heavy equipment, and a commitment to safety, teamwork, and regulatory compliance in all highway activities. Hoisting License and Class B Commercial Driver's License Required.

Key Responsibilities:

- Safely operate heavy motor equipment (e.g., dump trucks, plows, loaders, backhoes, sweepers) and associated power and hand tools, including welding equipment.
- Plow, sand, and salt roads and sidewalks; construct, clean, and repair streets, catch basins, culverts, and drainage systems.
- Inspect equipment prior to use; perform routine servicing, lubrication, and minor adjustments; report major repair needs to supervisors.
- Assist with highway projects such as street repair, signage installation, snow fencing, street sweeping, and related infrastructure work.
- Perform laboring tasks incidental to equipment operation or independently, including excavation, brush cutting, material processing, and operating screening plants as needed.

Please refer to the full job description for a detailed list of duties and responsibilities.

Application Deadline: Open until filled, Applications will be reviewed beginning February 18, 2026

Hiring Range: \$28.23-\$29.39 per hour.

How to Apply Interested applicants shall submit a letter of interest, resume, and three (3) professional references *or* the Town of Sutton job application to:

apply@town.sutton.ma.us

Please include "Labor Equipment Operator" in the subject line.

Or mail to: Human Resources, 4 Uxbridge Road, Sutton MA 01590

The Town of Sutton is an Equal Opportunity Employer.

Position Title:	Labor Equipment Operator	Work Hours:	40 hours
Department	Highway Department	Date:	January 21, 2026
Reports to:	Highway Superintendent	FLSA Status:	Non-Exempt

DEFINITION

Skilled manual work of a responsible nature in the operation of heavy motor equipment on highway projects; manual work of a routine and semi-skilled nature on construction, maintenance or repair projects; all other related work, as required.

SUPERVISION

Works under the general supervision of the Highway Superintendent.

Work requires careful operation of assigned equipment pursuant to prescribed procedures in order to avoid breakdowns or to avoid damage to public or private property; intermittent execution of independent judgment is required when operating equipment. Performs a variety of routine, repetitive laboring tasks as a member of a crew on assigned location; functions are generally well defined and limited in scope, but may involve a choice of two or more alternative approaches to well-described problems.

JOB ENVIRONMENT

Work is generally performed outdoors under variable weather conditions, near hazards associated with construction sites; must be able to work on-call during emergencies.

Operates a variety of light and heavy motor equipment, such as snow plows, dump trucks, front-end loaders, backhoes, sweepers and graders; also operates a variety of hand and power tools, including jackhammers.

Makes some contacts with other town employees and the general public; contacts are of a routine nature.

Errors could result in delay or loss of service, and personal injury to self and/or others, damage to equipment, and danger to public safety and health.

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.

Operates assigned heavy motor equipment in the performance of the particular tasks assigned; operates equipment which may include, but is not limited to, dump trucks, snow plows, street sweeper, catch basin cleaner, grader, front-end loaders, back hoes, any unit assigned to

Laborer/Equipment Operator. Operates associated power and hand tools, including welding equipment.

Plows, sands and salts streets and sidewalks; constructs, repairs and cleans catch basins and drainage systems; performs manual labor incidental to the work of operating assigned equipment; services and maintains trucks and equipment.

Inspects equipment according to prescribed checklist prior to operation to ensure that all controls and safety devices are functioning properly; lubricates and makes minor adjustments to the equipment, as necessary; reports major problems to supervisor so that repairs can be made. May perform equipment and vehicle service and maintenance.

Assists with all highway projects, including building and repairing streets, installing and repairing culverts, constructing, cleaning and repairing catch basins and drainage lines; sweeping streets; installing traffic and street signs; installing and removing snow fencing.

Operates power equipment of moderate complexity for all highway projects; performs manual labor incidental to the work of operating assigned equipment; services and maintains equipment. Performs laboring tasks when not assigned to equipment operations, including manual excavation and brush cutting.

May operate screening plant to produce sand and gravel for construction and maintenance operations.

Performs similar or related work, as required, or as situation dictates.

RECOMMENDED MINIMUM QUALIFICATIONS

Education and Experience

High school diploma; two years of experience in public works construction and maintenance activities; or an equivalent combination of education and experience.

Special Requirements

Class B Commercial Driver's License
Hoisting License

Knowledge, Ability and Skill

Knowledge. Working knowledge of public works equipment operation and mechanics. Working knowledge of construction and maintenance procedures. Working knowledge of the occupational hazards and safety precautions of the trade. Working knowledge of methods, practices, and tools used in road and sidewalk construction and repair. Thorough knowledge of the tools, techniques, equipment, and procedures used in motor equipment repair and maintenance. Knowledge of hydraulic systems.

Ability. Ability to carry out oral and written instructions provided in English. Ability to follow proper methods, procedures and safety precautions of a laborer/operator. Ability to operate hand and pneumatic tools and power equipment. Ability to work well with others in a crew.

Skill. Skill in operating all equipment and tools listed above.

PHYSICAL REQUIREMENTS

Ability to perform heavy manual labor under varying weather conditions for long periods of time. Ability to drive heavy equipment for long periods of time during all types of weather conditions. Frequently required to stand, walk, use hands to finger, handle, feel or operate objects, tools, or controls; and reach with hands and arms. The employee is frequently required to sit, climb or balance, stoop, kneel, crouch, or crawl, talk and hear. The employee must frequently lift and/or move up to 100 pounds. Carries heavy materials such as cement block, stone, and tools.

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.