



## HUMAN RESOURCES

TOWN of FRANKLIN

### JOB POSTING NOTICE

**POSITION:** Heavy Motor Equipment Operator (HMEO) (L3)  
**HOURS:** Monday– Friday 7:00 a.m. – 3:00 p.m.  
**SUMMER HOURS:** Monday– Friday 6:30 a.m. – 2:30 p.m.  
**SALARY:** \$25.40 – \$31.25 per hour; additional union contract  
Incentives; highlighted below  
**POSTED:** February 1, 2026  
**Priority Deadline:** February 28, 2026

The Town of Franklin's Department of Public Works (DPW) is accepting applications for four (4) open Heavy Motor Equipment Operator (HMEO) positions, serving a vibrant town of 33,000 residents spread across 27 square miles. The Heavy Motor Equipment Operator is responsible for performing skilled equipment operation and manual labor; maintaining Town public ways, utilities, facilities, grounds/athletic fields. The HMEO provides exceptional customer service and supports all DPW operations, including emergency response when declared.

#### Key Responsibilities

- Operate a wide range of construction, maintenance, and snow-removal equipment, including but not limited to: Loaders, backhoes, excavators, large tractors, Class B trucks with plows/sanders, mowers, rollers, sweepers, salt spreaders, jackhammers, compactors, air compressors
- Perform manual labor such as pipe laying, drainage work, manhole construction and repair, concrete and asphalt repair, curb setting, sidewalk repair, and sign installation.
- Maintain and prepare athletic fields, including mowing, trimming, aerating, seeding, topdressing, and field lining.
- Conduct snow plowing, shoveling, and sanding for streets, sidewalks, and school properties.
- Assist in water and sewer plant/station operations.
- Perform routine equipment maintenance and report mechanical issues.
- Complete required records and reports; follow all safety procedures.

#### Required Qualifications

- Class B CDL with Air Brake endorsement

- MA Hoisting License (2A, 4E, 4G minimum)
- Willingness to work overtime and respond during emergencies
- Ability to work under adverse conditions, including exposure to wastewater
- Ability to follow written/oral instructions and perform basic math
- High school diploma/equivalent
- Ability to pass a criminal background check with fingerprints

### **Collective Bargaining Agreement Highlights**

<b>Schedule:</b>	7:00 am – 3:00 pm winter hours 6:30 am – 2:30 pm summer hours
<b>Callback:</b>	Minimum 4 hours
<b>Education Incentive:</b>	Associates \$28.85 / pay period Bachelors \$38.46 / pay period
<b>Differential/Tues–Sat :</b>	\$75.00/ biweekly

### **Stipends / Incentives**

#### **Licensing (10% increase – FY27)**

Drinking Water Operators Licenses	Collection Systems Certification
Pesticide Applicator	MA Certified Arborist
MA Certified Tree Warden	
CDL Endorsements (Class A, Tanker)	
Backflow Prevention Device Inspector / Tester Certification	
MA Wastewater Treatment Plan Operator (WWTPO)	ASE Certifications

#### **Training / Certification**

Roads Scholar & OSHA 30 Certification – 1 time payment \$1,000  
CDL Trainer Incentive – \$38.47 / pay period

#### **Vacation/Holidays/Leave**

<b>Holidays</b>	14 Paid Holidays
<b>Vacation</b>	Earned monthly, based upon length service
<b>Sick Leave</b>	Earned monthly, 8 hours
<b>Personal Leave</b>	3 days

*The functions or duties listed above 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. Duties are not necessarily in order of importance or frequency of performance.*

*The selected candidate must be authorized to work in the United States and be able to pass a criminal background check and a pre-employment physical exam, including a drug test. Interested candidates shall email a resume and cover letter in Microsoft Word or PDF format or a [Town of Franklin employment application](#) to [apply@franklinma.gov](mailto:apply@franklinma.gov). Please put "HMEO/L3" in the subject line of the email.*