



OFFICE OF HUMAN RESOURCES

TOWN OF NORWELL

93 Longwater Circle, Norwell, MA 02061

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

TOWN OF NORWELL PUBLIC POSTING LABORER/DRIVER - TREE & GROUNDS DEPT. (40.0 hours/week)

TO APPLY: Please submit either a resume, application or letter of interest in a PDF format to bchilds@townofnorwell.net or drop off in person to Human Resources, 345 Main St., Norwell, MA. Applications are accepted on a rolling basis; position open until filled.

OVERVIEW

This position is affiliated with AFSCME Council 93, Local 1700. Position 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 highly 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 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.

FY'25 RATES SHOWN – FY 26 Rates are currently being negotiated between the Town and AFSME 93, Local 1700 union. Once the contract is ratified by the Town & Union, new FY'26 rates will apply retro to July 1, 2025 and all hires will receive their applicable new rates.

FY'25 Laborer/Driver with No CDL*

Starting Pay Step 1	6 months Step 2	12 months Step 3	2 Years Step 4	4 Years Step 5	5 Years Step 6	10 Years Step 7
\$24.10	\$24.71	\$25.32	\$26.33	\$27.39	\$28.49	\$29.62

FY'25 Laborer/Driver with CDL*

Starting Pay Step 1	6 months Step 2	12 months Step 3	2 Years Step 4	4 Years Step 5	5 Years Step 6	10 Years Step 7
\$25.68	\$26.33	\$26.99	\$28.06	\$29.18	\$30.35	\$31.56

COLA: Hourly rates are also increased annually by any negotiated Cost of Living percent each July 1st.

CDL Training Program Attendees: *There is an opportunity for students who are enrolled in a CDL B program to work flexible part-time hours for the Town while attending CDL school*

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.*