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Job Title: Snow Plow/Salt Truck Driver

Company: Serene Landscape Group.

Department: Snow

FLSA Status: Non-Exempt

Location: Plymouth, MI

O.T. Eligible? Yes

REPORTS TO: Production Manager

ESSENTIAL DUTIES AND RESPONSIBILITIES The snow plow/salt truck driver clears snow via plowing, and/or applies salt via mechanical spreader.

- Relays all information to supervisor as required.
- Ability to properly apply salt to sites on route if hired for Salt Driver
- Ability to properly plow & maintain designated sites
- Ability to work extended periods without direct supervision
- Applying salt and or shoveling by hand if applicable
- Ability to make minor repairs to equipment onsite
- Assist to complete all paperwork thoroughly and accurately
- Ability to use and operate a smartphone for winter logs if applicable
- Keep truck and equipment in clean and operating order
- Proficient in operating snow removal machinery
- Maintaining effective communication throughout the snow event.

ADDITIONAL DUTIES, RESPONSIBILITIES AND/OR EXPERIENCE:

- Chauffeur's License for under CDL class trucks.
- Commercial Driver's License (CDL-A) for larger trucks only.
- MDOT Medical Clearance Card.
- Clean driving history
- Must be able to pass a pre-employment and random drug screening if applicable
- Days and hours of work can vary depending on snow fall, will need to be available on an on-call basis.

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- Operational knowledge of snow plow and removal practices, and equipment maintenance and repair procedures.

EDUCATION: Preferred education level is a High School Diploma or G.E.D.

EXPERIENCE: Previous experience is preferred but not required.

COMPUTER SKILLS: Not applicable. Use of cell-phone and software apps required.

SUPERVISORY RESPONSIBILITIES: This position does not have supervisory responsibilities. Those who manage others are expected to have the ability to lead one or a team of individuals to achieve department goals.

WORK ENVIRONMENT: The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of the job. Reasonable accommodations may be made to enable qualified individuals with disabilities to perform the essential functions. The work environment for this position is customer sites, job sites, and routes.

PHYSICAL DEMANDS: The physical demands described here are representative of those that must be regularly met by an employee to successfully perform the essential functions of the job. Reasonable accommodations may be made to enable qualified individuals with disabilities to perform the essential functions. Seeing, hearing, walking, standing, lift/carry up to 50+/- lbs. , bending, speaking, sitting, learning, reading, concentrating, thinking, communicating and working. Work in the elements for up to 10 + hours, in various adverse weather conditions.

TRAVEL

There is no travel required for this position.

Physical Requirements:

| |
|----------------------------|
| Key: |
| Rarely = less than 10% |
| Occasionally = up to 33% |
| Frequently = up to 66% |
| Continuously = 67% to 100% |

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| Activity: | R | O | F | C | Activity: | R | O | F | C |
|---------------------------------|----------|----------|----------|----------|------------------------|----------|----------|----------|----------|
| Standing | | | X | | Seeing | | | | X |
| Walking | | | X | | Reading | | | X | |
| Sitting | | X | | | Reaching | | | X | |
| Stooping | | X | | | Range of Motion | | | X | |
| Kneeling | | X | | | Hearing – Speech Range | | | X | |
| Squatting | | X | | | Depth Perception | | | X | |
| Body Twisting | | | X | | Color Vision | | | X | |
| Crawling | X | | | | Lifting | | | X | |
| Sense of Touch | | | | X | Carrying | | | X | |
| Manual Dexterity | | | X | | Pushing | | | X | |
| Speaking Clearly | | | X | | Pulling | | | X | |
| Seeing Distant | | | X | | Climbing Ladders | X | | | |
| Climbing On/Off Truck | | | X | | Climbing Stairs | | | X | |
| Climbing | X | | | | Balancing | | | X | |
| Gripping | | | X | | Lifting Up to 10 lbs. | | | X | |
| Lifting Over 10 lbs. to 50 lbs. | | | x | | Lifting Up to 50 lbs. | | | X | |

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Individuals must be able to perform the essential functions of the position with or without a reasonable accommodation. Individuals with a disability who desire a reasonable accommodation should contact the Human Resources Manager at 734-416-9602.

Serene Landscape Group is an Equal Opportunity Employer, including disabled and vets.

Revised 10/27/2020

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