

**Job Description: UNION Position  
Town of Pembroke, Massachusetts**

**Position Title**

Custodian

**Responsibilities:**

- Operates vacuum cleaners, buffers, snow blowers, lawn mowers, spraying equipment, electric drills, and all other custodial equipment
  - May be required to wear protective clothing and mask
  - Operates automobile and light recreational trucks
- Makes frequent contact with town officials and personnel, and the general public
  - Most contacts are in person and involve scheduled cleaning and maintenance activities
- Executes all work orders requested by the Town Manager
- Cleans and disinfects rooms, furniture, washrooms, and toilets
- Polishes furniture, floors and metal work
- Vacuums and cleans rugs
- Washes walls, woodwork and windows
- Operates and sustains boiler and furnaces for supplying heat, air conditioning and hot water
- Monitors JACE controller, thermostats, camera, and safety controls
- Prepares elevator for annual inspection; continuously performs elevator wellness assessments
- Moves and sets up furniture and equipment
- Collects and dispose of refuse
- Executes minor carpentry, plumbing and electrical duties in conformance with town policies
- Performs handyman work including painting and minor repairs to furniture, buildings and equipment that are apart; replaces lights
- Maintains lists of supplies, tools and equipment needed and notifies supervisor
- Orders supplies and equipment, according to town policies
- Responsible for facility wellness and notifies supervisor of equipment and facilities needing repair
- Maintains all grounds connected with the buildings; shovels snow and sand or salts walkways surrounding town buildings as needed
- Responsible for the opening and locking up of various town buildings
- Works on special assignments; performs similar or related work as required or as situation dictates
- Performs other tasks as required by the Town Office staff such as: moving furniture and equipment and transporting items between buildings and from outside sources
- Operates equipment related to maintenance and repair work of buildings

**Job Environment:**

- Work is performed indoors and outdoors
  - Inside work involves exposure to unpleasant conditions such as dust, dirt, fumes, and chemicals
  - Outside work is performed under varying environmental conditions
- Incumbent may be exposed to inclement and disagreeable weather conditions such as extreme heat, cold, rain, snow or sun

### Supervision:

Works independently under the general supervision of the Town Manager

### Essential Functions:

- Semiskilled manual and supervisory work relating to the care, cleaning and maintenance of a public building or buildings, related equipment and surround grounds and all related work as required
- Performs custodial functions requiring a considerable amount of responsibility and judgment
- Exercises independent judgment to execute work tasks within a reasonable time period and in responding to custodial and maintenance duties
- Professionally partners with team of custodial employees

### Recommended Minimum Qualifications:

#### Education and Experience

- High school degree
- Janitorial Certification through an accredited Cleaning Industry Management Standards (CIMS) Program
- Two years' experience in a progressively responsible custodial/maintenance position
- Two years' experience in working with or leading a service team
- OR any equivalent combination of education and experience
- Knowledge of all equipment – errors could result in damage to buildings and equipment, create hazards to safety, cause minor monetary loss, and cause some embarrassment to the municipality

#### Special Requirements

- Class D Massachusetts driver's license

### Knowledge, Ability and Skill:

#### *Knowledge:*

- General knowledge of cleaning materials and methods
- Thorough working knowledge of maintenance techniques and procedures related to building grounds maintenance and care

#### *Ability:*

- Independently work on assigned tasks with little or no supervision
- Perform general record keeping work; supervisory ability

#### *Skill:*

- Interpersonal and communication skills are required
- Basic skills in performing preventative maintenance work on buildings, grounds and equipment
- Skill in use of all equipment

### Physical Requirements:

- Moderate physical effort to perform functions
- Extensive walking, reaching, standing, stooping and climbing
- Frequently required to lift, move, and/or push furniture and equipment weighing 30 pounds or more
- Physical agility to access all areas to be cleaned and maintained

*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.*