



Field Operations Tech- Sanitation

Department of Field Operations

SALARY	TYPE	SCHEDULE	DATE POSTED	BENEFITS
\$36,252-\$40,025	Full time	M-F 6:00am-1:30pm	7/23/2026	Full Benefits

DEPARTMENT PROFILE

The Department of Field Operations is comprised of nine teams and 50+ fulltime employees. These teams include Events, Fleet, Parks, Sanitations, Signals and Lighting, Special Projects, Streets, and Utilities. Commonly known as Public Works in many jurisdictions, this department is tasked with ensuring Salisbury is welcoming and inviting to residents and visitors alike.

POSITION PROFILE

Under the general supervision of the assigned supervisor, this intermediate-level position provides operational support to the Department of Field Operations by performing manual, semi-skilled and skilled work and with the operation of heavy trucks and equipment. Although allocated to a specific division (Sanitation), this position requires cross-training in other divisions to support the activities of the Department.

EDUCATION

High School diploma or equivalent required

EXPERIENCE

Three years experience in parks, sanitation, streets or traffic or equivalent training, education or experience

HOW TO APPLY

1. Visit [Salisbury.md/apply](https://salisbury.md/apply)
2. Submit City Application, Cover Letter, and Resume

The City of Salisbury is an Equal Opportunity Employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, age, protected veteran status, or disability status.

Capital of the Eastern Shore

REQUIREMENTS / CERTIFICATION

Valid Drivers License

Class B CDL license or ability to obtain within 1 year of hire

City of Salisbury, MD

Classification Description

Classification: Field Ops Tech
Grade: 2
Department: Field Operations-Parks, Sanitation, Streets/Traffic
FLSA Status: NE
Date: 2024

Position Profile: The Field Ops Tech, under the general supervision of the applicable Division's Supervisor, is responsible for providing operational support for the various divisions within the Department of Field Operations. This position is required to respond to after-hour calls on nights, weekends and holidays.

Duties and Responsibilities

Administration/ Task completion: Holds self-accountable for assigned responsibilities; sees tasks through to completion in a timely manner.

Skills Proficiency/Strategic Planning: Skillful in use of tools, hardware, software, and equipment.

- Performs various standard tasks using manual and powered equipment including, but not limited to: drills, power saws, shovels, rakes, mowers, string trimmers, wheel barrows, tampers, compressors, chippers, jackhammers and tractors.
- Drives and operates various vehicles, including but not limited to: light to medium duty trucks, dump trucks, Sanitation trucks, Recycling trucks, Street Sweepers, backhoes and receives training in the operation and care of vehicles and equipment.
- Assist with special events, including set up and tear down of equipment, traffic control and site clean-up.
- Keeps the supervisor informed of unusual or detrimental conditions, including equipment malfunctions and process problems.
- Performs other Departmental duties as assigned (and as applicable).

Leadership/Role Model: Acts a role model and peer leader among teammates and colleagues.

- Leads and instructs others in the performance of semi-skilled and skilled labor tasks associated with maintenance and repair of vehicles and equipment.
- Ability to work independently and complete daily activities according to work schedules.

Stewardship/Resources: Safeguards equipment, supplies and materials.

- Act as a representative of City of Salisbury to the public.
- Ability to accurately read and interpret safety rules, operating and maintenance instructions and procedure manuals.
- Cleans, organizes and maintains facilities, tools and equipment as necessary.

Development/Professional Development: Participate in opportunities to earn or maintain professional credentials and certifications.

- Ability to work with team members in a manner conducive to full performance and high morale.
- Continue to attend relevant meetings and trainings.

Performance Expectations

- **Communication:** Articulates thoughts and ideas clearly and effectively to exchange information. Listens to others and provides useful feedback.
- **Work Ethic:** Demonstrates personal accountability, effective work habits, integrity and ethical behavior.
- **Teamwork:** Works well as a part of a team through respectful and collaborative relationships with colleagues, customers, affiliates and stakeholder groups.
- **Problem Solving:** Improves, designs, refines, finds and invents criteria to combine in order to resolve problems. This combines creative and critical thinking.
- **Initiative:** Determines what needs to be done and acts on it. Takes charge before others do and/or without being instructed.

Education and Experience

- High School diploma or GED
- Six months experience with vehicular or equipment repair and maintenance or equivalent training.
- Valid Driver's License
- Class B Learner's Permit or License or ability to obtain license within 12 months of hire (within applicable Departmental Division).

Physical Requirements

Work requires occasional physical effort in the handling of materials up to 80 pounds and/or standing or walking 60% ± of the time. The work involves risks or discomforts which require special safety precautions, e.g., working around moving parts, heavy equipment, vehicular traffic, machines, or chemical substances, etc. and observance of traffic signals when driving. May require working in adverse weather conditions.

The above job description is not intended as, nor should it be construed as, exhaustive of all responsibilities, skills, efforts, or working conditions associated with this job.

Reasonable accommodations may be made to enable qualified individuals with disabilities to perform the essential functions of this job.