

HELP WANTED: MARLBORO HIGHWAY DEPARTMENT

The Town of Marlboro, VT is hiring for a position on the Town's Highway Department. The Equipment Operator/Road Maintenance position will operate various equipment and assist in general highway maintenance and construction work, focusing on operating basic to moderately complex trucks and equipment.

KEY DUTIES (Overview)

- Winter Season: Snow removal, salting/sanding all roads & public parking lots.
- General: Equipment maintenance, hauling materials, culvert repair & replacement, ditching, general road maintenance, and other tasks as instructed by the Road Foreman and/or Town Select Board.
- On-call 24/7, 365 for weather emergency situations. (Overtime pay provided)

QUALIFICATIONS

- Valid driver's license (CDL Preferred but not required)
- Good driving record.
- Ability to work independently and on a team.
- Pre-employment drug & alcohol screening and then random testing.

PAY/WAGES

- Starting wage \$22.00-\$26.00 per hour based on experience & qualifications with yearly COLA and merit raises.
- Expect Overtime during Winter Maintenance @ 1.5x hourly rate.

BENEFITS (this is not a comprehensive list of benefits)

- Vacation: 1 week to start; 2 weeks annually for years 2-4; 3 weeks annually for years 5-9.
- 13 paid Holidays
- 6 sick days per year
- Retirement benefits: VMERS B (starts upon hire date)
- Generous health insurance benefit for applicant and qualified family memb(100% of premium covered by the Town).
- Short-Term Disability Coverage & Life Insurance (100% covered by the Town).
- \$800 annual "clothing" allowance.

To apply, please submit application: (available here): <https://marlborovt.us/wp-content/uploads/2026/03/Marlboro-VT-Job-Application-Fillable-PDF-Version.pdf> (application can also be printed out and filled out by hand – applications are also available at the Marlboro Town Office & Marlboro Highway Garage 3849 VT Route 9, Marlboro VT) - due by October 14, 2026 - by US Mail (PO Box 518, Marlboro, VT 05344), drop off in person at the Marlboro Town Office (510 South Road, Marlboro, VT 05344 – there is a locked "drop-box" outside the office should office be closed), via phone at (802)257-0252, or via email to the Marlboro Road Foreman Andrew Richardson at MarlboroVTHighwayDept@gmail.com .