



# City of Tempe

## SENIOR SOLID WASTE EQUIPMENT OPERATOR

JOB CLASSIFICATION INFORMATION			
<i>Job Code:</i>	189	<i>Department:</i>	Municipal Utilities
<i>Supervision Level:</i>	Non-Supervisor	<i>State Retirement Group:</i>	ASRS
<i>Status:</i>	Classified	<i>Market Group:</i>	Solid Waste Equipment Operator II+
<i>Safety Sensitive / Drug Screen:</i>	Yes	<i>Physical:</i>	Yes

Click [here](#) for more job classification information including current salary range.

REPORTING RELATIONSHIPS
Receives general supervision from higher level supervisory and management staff.
Provides technical and functional direction to technical and service maintenance staff.

MINIMUM QUALIFICATIONS	
<i>Experience:</i>	Three (3) years of experience in the proficient operation of two (2) or more types of solid waste services and/or recycling collection equipment, or experience as a heavy equipment operator or driver directly related to the core functions of this position. Experience in the proficient operation of multiple types and styles of solid waste collection equipment (front load, side load, rear load, roll off) is preferred.
<i>Education:</i>	High school diploma, GED or equivalency. Associate degree or college courses from an accredited institution directly related to the core functions of this position is preferred.
<i>License / Certification:</i>	Possession of a valid Class A Commercial Driver’s License (CDL).

ESSENTIAL JOB FUNCTIONS
Essential job functions are the fundamental duties of a position: the things a person holding the job absolutely must be able to do.
To actively support and uphold the City’s stated mission and values. To lead and participate in solid waste operations from the field. To drive and operate all solid waste field equipment and vehicles used in all functional workgroups. To coordinate related activities and projects; identify, analyze and resolve complex problems related to daily operations and maintenance. Provide the community with safe, economic and efficient solid waste collection services. Areas of assignment are rotated for cross training opportunities and to satisfy operational need.

## OTHER DUTIES AS ASSIGNED

Please note this job description is not designed to cover or contain a comprehensive listing of all activities, duties or responsibilities that are required of the employee for this job. Duties, responsibilities and activities may change at any time with or without notice.

- Operate all solid waste collection, field equipment and vehicles in the performance of commercial, residential, uncontained and commercial roll-within support services as required utilizing proper safety precautions;
- Lead, plan and participate through the assigned operation of solid waste vehicles and equipment in all related aspects of the daily activities for any assigned operational area, assist all functional workgroups when necessary;
- Provide functional direction to Solid Waste Services staff on daily assignments;
- Recommend and assist in the implementation of organizational goals and objectives and implement policies and procedures;
- Assist the supervisor to ensure daily tasks and field assignments are assigned and completed in a safe and timely manner; maintain an individual work log; make decisions as needed related to daily field work; establish and maintain effective working relationships with team members and the public;
- Assist supervisor with documenting employee progress; make recommendations to the Supervisor to improve operational efficiencies
- Assist management to observe and enforce the requirements of Department of Transportation Federal Motor Carrier Administration (regulations, relating to CDL license holders in the performance of safety sensitive functions and the use and/or misuse of alcohol and controlled substances;
- Assist with and participate in safety programs as required by the Occupational Safety and Health Administration, including job hazard assessments, training and use of proper personal protective equipment;
- Respond to complex customer complaints and issues, requests for service and inquiries about solid waste collection service regarding changes in service levels, frequency of service or general solid waste issues using database inquiry system and field visits;
- Identify equipment needs for assigned projects and make recommendations to the supervisor or manager regarding equipment conditions and repairs needed;
- Train, coach and mentor staff; instruct personnel in appropriate behavioral and performance standards in order to be consistent with Solid Waste Services, departmental and City goals and objectives; provide leadership to other Solid Waste Services staff;
- Coach employees in safety, driving and operational training; ensure employees perform daily pre- and post-trip inspections, checking and adjusting fluid levels, greasing and lubricating moving parts as required, inspecting equipment to ensure proper maintenance is performed, monitoring equipment downtime and reporting the need for equipment repairs;
- Regularly inspect and evaluate operations and activities in assigned areas of responsibility; coordinate and assist in the implementation of equipment for needed maintenance, preventative maintenance or repairs and take corrective action;
- Maintain all city equipment in clean, safe operating condition;
- Comply with preventative maintenance schedules;

- Perform related duties as assigned.

**When assigned to the Commercial Solid Waste Services:**

- Assist supervisor in identifying opportunities for routing efficiencies;
- Assist with commercial roll-off billing on a daily basis;
- Assist the Solid Waste Program Coordinator and Solid Waste Supervisor with customer service and right size containers for accounts, utilizing City diversion goals to make decisions.

**When assigned to the Compost/Inert Yard:**

- Maintain incoming and outgoing tonnage;
- Maintain compost piles; water and turn as needed;
- Maintain a dust-free area per air quality regulations and the City's dust control permit;
- Maintain product availability;
- Operate and maintain windrow product;
- Setup and facilitate compost giveaways.

**When assigned to the Residential Solid Waste Services:**

- Utilize driver daily log information to evaluate drivers' daily performance and complete time of assigned route.

**When assigned to the Uncontained Solid Waste Services:**

- Work with Solid Waste and Recycling Inspector to monitor uncontained trash being set out early for collection;
- Ensure operational guidelines are followed when collecting uncontained trash piles with the skid steer loader/tractor;
- Assist with training of employees on equipment used for uncontained collection.

**PHYSICAL DEMANDS AND WORK ENVIRONMENT**

- Lift heavy objects (up to 100 lbs. occasionally – loose materials, containers, equipment, etc.);
- Move heavy objects with a forklift, dolly, etc. (up to 100 lbs. occasionally – loose materials, containers, equipment, etc.);
- Operate City vehicles (i.e. light duty vehicles, heavy construction equipment, CDL required trucks);
- Operate City equipment (tractors, loaders, water trucks, grinder, power screens, refuse/recycling collection vehicles);
- Use power tools (i.e. drill drivers);
- Use tools (i.e. wrenches, screwdrivers, shovels, pitchforks, brooms, etc.);
- Climb stairways, ladders, and work on elevated structures (i.e. climb steps and ladders on trucks, loaders, construction equipment and tractors);

- Traverse uneven surfaces (i.e. compost processing site, alleys, streets);
- Traverse long distances during workday with or without an accommodation (2 miles);
- Work in a stationary position for considerable periods of time;
- Operates computers, calculators and other office machines (i.e. data entry and analysis in various systems and scale systems);
- Extensive reading and close vision work (i.e. work orders, equipment operator logs, identification documents, drivers log)
- Work in confined areas (i.e. inside cabs of equipment, cleaning out behind packer of truck);
- Work out-of-doors in inclement weather;
- Exposure to heat, cold, dampness, dust, pollen, odors, fumes, etc. (i.e. work primarily in a field setting);
- Exposure to hazards of electrical shock, falls, noise, equipment operation, etc.;
- Exposure to blood and airborne pathogens; bodily fluids; etc. (i.e. reports on injuries/accidents, handles garbage, inspects refuse and recycling materials);
- Exposure to chemicals, petroleum products, cleaning agents, fumes, etc. (i.e. responds to hydraulic fluid and fuel leaks and minor maintenance on equipment, inspects refuse and recycling materials);
- May require working extended hours;
- May work alone for extended periods of time.

## COMPETENCIES

<i>CLASSIFICATION LEVEL</i>	<i>INCLUDES</i>	<i>COMPETENCIES</i>
Foundational	All Employees	Inclusion, Communication, Interpersonal Skills, Integrity, Professionalism, and Willingness to Learn
Non-Supervisory	In Addition >	Teamwork, Customer Service, Initiative, and Dependability / Reliability
Supervisory	In Addition >	Staffing, Monitoring Work, Delegating, Development / Mentoring, and Support Others
Manager	In Addition >	Preparing / Evaluating Budgets, Monitoring / Controlling Resources, and Motivating / Inspiring
Deputy Director	In Addition >	Entrepreneurship and Networking
Director	In Addition >	Organizational Vision

*For more information about the City of Tempe's competencies for all classifications:*

[City of Tempe, AZ : Competencies](#)

## JOB DESCRIPTION HISTORY

*Effective November 1988*

*Revised April 1997*

*Revised November 2000*

*Revised November 2001 (range adj due to market)*

*Revised January 2009 (title change/updated job description)*

*Revised January 2017 (add physical/mental activities)*

*Revised September 2017 (update minimum quals, duties, & physical/mental activities)*

*Revised March 2019 (PW reorg – moved to Municipal Utilities Dept.)*

*Revised June 2021 (Updated MQ's, job duties, when assigned to sections)*