



# City of Tempe

## SOLID WASTE EQUIPMENT OPERATOR II+

JOB CLASSIFICATION INFORMATION			
<i>Job Code:</i>	137	<i>FLSA Status:</i>	Non-exempt
<i>Department:</i>	Municipal Utilities	<i>Salary / Hourly Minimum:</i>	\$19.631250
<i>Supervision Level:</i>	Non-supervisor	<i>Salary / Hourly Maximum:</i>	\$26.502404
<i>Employee Group:</i>	NSU	<i>State Retirement Group:</i>	ASRS
<i>Status:</i>	Classified	<i>Market Group:</i>	Solid Waste Equipment Operator II+
<i>Drug Screen / Physical:</i>	Y	Y	<i>EEO4 Group:</i> Service Maintenance

**DISTINGUISHING CHARACTERISTICS**

This is the full journey level class within the Solid Waste Equipment Operator series. Employees within this class are distinguished from the SWEO I+ level by performing heavy equipment duties, including hand/hydraulic equipment operation; operation of front-loaders, roll-offs, side-loaders, rear-loaders, or other similar equipment such as backhoes, scrapers, cranes, cement mixers, large trenchers, large dump trucks, skid steers; or two years of experience as a solid waste equipment operator. This level performs heavy manual labor and has successfully completed a six-month probation period at the SWEO I+ level in this series. Employees at this level receive only occasional instruction or assistance as new or unusual situations arise, and are fully aware of the operating procedures and policies of the work unit. Positions in this class are flexibly staffed and are normally filled by advancement from the SWEO level I+ or, when filled from the outside, require previous experience.

**REPORTING RELATIONSHIPS**

Receives general supervision from supervisory or management staff.

MINIMUM QUALIFICATIONS	
<i>Experience:</i>	Must meet the minimum qualifications of a Solid Waste Equipment Operator I+ and two years of solid waste experience in front-loader operation, roll-off operation, side-loader operation, rear-loader operation and/or heavy equipment operation.
<i>Education:</i>	Equivalent to completion of the twelfth grade supplemented by applicable training in solid waste equipment operation. Must be able to read and write at a level necessary for successful job performance.
<i>License / Certification:</i>	Requires the possession of a valid Arizona Class A driver's license.

## 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. Under general supervision, performs routine tasks, semi-skilled and/or skilled tasks in the operation of front-loaders, roll-offs, side-loaders, rear-loaders, skid steer or similar equipment, and performs heavy manual labor for collecting, transporting, and disposing of solid waste materials from residential and commercial sources. Employees in this class are responsible for the safe, economic, and efficient operation of light to moderately heavy refuse equipment, and for the safety of coworkers. Employees must also adhere to all traffic laws, applicable Federal and State health and safety rules, local ordinances, and City of Tempe Personnel Rules, policies and procedures.

## 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.

- Perform job duties adequately and properly; follow personnel and department policies and operating procedures; show respect, tact, and courtesy in dealings with coworkers and the general public; behave in a manner that does not obstruct or hinder other employees from completing their duties; act in a manner that is safe and follow the City's safety procedures at all times.
- Effectively, safely, and in a timely manner, operate a large mechanized solid waste collection truck and other equipment in the performance of commercial or residential routes, uncontained solid waste collection, and support services requirements;
- Provide support as needed during special events and activities involving the delivery, setup, and removal of sanitation containers from field locations; assist in maintaining refuse containers in clean, working condition; perform other special event/activity tasks as needed;
- Operate the hydraulic, mechanical, and electrical controls of the vehicle to assure maximum legal load capacity prior to transporting to disposal site; complete routes in a timely manner;
- Load brush into rear-loading trucks, chipper, or other equipment used for green waste management, using manual labor; compact brush;
- Load trash into collection vehicles using tools such as shovels, rakes, and pitchforks;
- Maintain assigned vehicle and equipment in clean and mechanical working order, expediently reporting malfunctions to Fleet Services for repair;
- Report conditions in the field to the supervisor in a timely manner and request repairs or abatement of problems or issues in the field;
- Clean areas using rake, shovel, pitchfork and/or broom;
- Transport the contents of the packer body to a predetermined site for disposal; empty the packer body;
- Perform a daily, routine inspection of the refuse collection vehicle prior to and at the conclusion of each route using City-issued resources according to their intended use and the training provided;

- Perform routine service on the vehicle, including re-fueling, checking and adding oil, water, and hydraulic fluids, when necessary; checking tires and adding air when necessary, draining air tanks as needed and reporting necessary repairs; maintain vehicle in clean and sanitary condition;
- Respond to routine customer inquiries concerning the pick-up schedules or other routine matters related to the collection and disposal of residential or commercial solid waste pick-up;
- Operate skid steer and similar equipment for lifting and placing uncontained solid waste;
- Learn job-related procedures and techniques, primarily through verbal instruction, observation, and on-the-job training;
- Provide lead direction to lower level solid waste staff when necessary;
- Provide training to lower level solid waste staff in the operation and maintenance of equipment when necessary;
- Perform related duties as assigned.
- Physically present to perform the duties of the position.

## PHYSICAL DEMANDS *AND* WORK ENVIRONMENT

- Lift heavy objects (up to 100 lbs., i.e. loose materials, containers, equipment, etc.);
- Move heavy objects with forklift, dolly, etc. (up to 100 lbs., i.e. loose materials, containers, equipment, etc.);
- Operate city vehicles (i.e. light duty vehicles, heavy construction equipment, CDL required trucks);
- Operate city equipment (i.e. tractors, loaders, water trucks, refuse/recycling collection vehicles, etc.);
- 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, and parking lots);
- Traverse long distances during workday with or without an accommodation;
- Work in a stationary position for considerable periods of time (i.e. sitting in equipment);
- Operates computers, calculators and other office machines;
- Extensive reading and close vision work (i.e. work orders, equipment operator logs, identification documents, and driver logs);
- 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. (works 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. cleans up 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

CLASSIFICATION LEVEL	INCLUDES	COMPETENCIES
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 January 12, 2004*

*Revised March 2008 (update min quals)*

*Revised October 2011 (update job duties)*

*Revised July 2013 (update work experience)*

*Revised November 2017 (add physical and/or mental activities)*

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