

Last Revision: April 25, 2013

Fremont County Solid Waste Disposal District  
Fremont County  
Lander, Wyoming

*JOB TITLE:*  
*Equipment Operator / Laborer*

## **GENERAL**

REPORTS TO: Assistant Superintendent and/or Crew Chief.

POSITION SUMMARY: A full-time employee who will operate light and heavy equipment, and provide general labor services under the guidance of the Assistant Superintendent and/or Crew Chief.

Status: Non-Exempt

OVERALL FUNCTIONS: Operates a variety of light and heavy equipment, while assisting the Solid Waste District in providing solid waste services. Work will be conducted throughout Fremont County, including but not limited to Transfer Stations, Landfills, Recycling Facilities, and Bale Facilities. This work will be completed independently and with a team.

### RESPONSIBILITIES AND DUTIES:

1. Equipment Operator – operates light and heavy equipment of various sizes and weights in compacting/moving waste, grading soils, maintaining drainage on sites, repairing roadways, and loading materials.
2. General Laborer – assists with various tasks within the bale facilities moving waste, operating the waste baler system, assisting the general public and commercial haulers in waste unloading, assisting with traffic control, fencing, and other needs of the supervisor.
3. Other – potentially assist and learn the operations of the equipment scales for weighing in and out all loads delivered to the sites, filling in with other duties as directed by the supervisor.
4. This list of duties is intended to provide a general understanding, and not intended to list all essential duties.

### SAFETY:

1. Operates all equipment and tools in a safe and prudent manner.
2. Wears appropriate safety glasses/goggles, safety vests, hard hats, and other safety clothing to maintain safety of the job.
3. Actively participate in all safety meetings.
4. Maintains awareness of other vehicles, equipment, people, and other safety hazards near work sites.

5. Controls traffic at work sites by flagging, posting signs, and other means to guide traffic through work areas in a safe manner.
6. Follows internal and external safety operating procedures as established by the Fremont County Solid Waste District and supervisors.
7. Performs all duties in conformance to appropriate safety and security standards.

MAINTENANCE OF EQUIPMENT:

1. Regularly clean, lubricate, and service equipment and trucks as appropriate (i.e. air, fuel, transmission filters, oil change, lube, changing wear items).
2. Performs routine inspection and preventative maintenance on assigned equipment.
3. Refers detected repairs/work orders to supervisor or mechanic and completes appropriate associated paperwork.
4. Completes safety walk-a-round check list prior to beginning work with any equipment.

PUBLIC RELATIONS/INTERACTION:

1. Greet the public in a friendly, helpful manner.
2. Answer questions regarding the Solid Waste District, or refer questions to the appropriate personnel.
3. Maintains professionalism by exerting tact, diplomacy, and good judgment when dealing with the public or other staff in a public setting.

SAFETY:

1. Operates all equipment and tools in a safe and prudent manner.
2. Wears appropriate safety glasses/goggles, safety vests, hard hats, and other safety clothing to maintain safety of the job.
3. Actively participate in all safety meetings.
4. Maintains awareness of other vehicles, equipment, people, and other safety hazards near work sites.
5. Controls traffic at work sites by flagging, posting signs, and other means to guide traffic through work areas in a safe manner.
6. Follows internal and external safety operating procedures as established by the Fremont County Solid Waste District and supervisors.
7. Performs all duties in conformance to appropriate safety and security standards.

SUPPLEMENTAL DUTIES:

1. Assist filling in for other Equipment Operators and Truck Drivers.
2. Assist filling in for other Laborers.
3. Assist filling in for Scalehouse Operators.
4. Assist with Emergency Services.

AGREEMENT:

I certify that I have read and understand all of the above listed information and requirements associated with this position at the Fremont County Solid Waste Disposal District.

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APPLICANTS PRINTED NAME

APPLICANTS SIGNATURE

DATE

## REQUIREMENTS

### DESIRED MINIMUM QUALIFICATIONS:

1. Education and Experience:
  - a. Graduation from high school or equivalent experience.
  - b. Competent experience involving the use of medium and heavy duty construction equipment.
  
2. Knowledge, Skills, and Abilities:
  - a. Considerable knowledge of heavy equipment and operation principles.
  - b. Working knowledge of the hazards and safety precautions common to heavy equipment operations.
  - c. Working knowledge of the methods, materials, and tools used in heavy equipment and truck maintenance.
  - d. Ability to understand and follow written and oral instructions.
  - e. Ability to communicate effectively verbally and in writing.
  - f. Ability to work alone and with groups of staff members.
  - g. Ability to observe proper safety precautions.
  - h. Ability to establish and maintain effective working relationships with employees, other departments, and the public.
  - i. Ability to perform heavy manual tasks under varying weather conditions.
  - j. Ability to drive and operate a variety of equipment and trucks in varying weather conditions.
  - k. Ability to identify and handle hazardous waste.
  
3. Necessary Special Requirements:
  - a. Valid Wyoming State Driver's License.
  - b. Ability to be insured under the Fremont County insurance.

### PRE-EMPLOYMENT SCREENINGS:

- Pre-employment screenings may include, but are not limited to, the following: drug screen, references, criminal background, and credit history.

PHYSICAL DEMANDS: The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. There are no "light" duties, or "limited" duties, that can be made for an employee that cannot meet these requirements. If requested reasonable accommodations will be considered to enable individuals with disabilities to perform the essential functions.

1. While performing the duties of this job, the employee is constantly required to hear, read, use hands to finger, handle or feel objects, reach with hands and arms, taste or smell, and operate equipment, vehicles, and trucks, sit, talk, climb, balance, stand, walk, stoop, kneel, crouch and crawl. Occasionally the employee may be asked to use a computer.
2. The employee must constantly lift and/or move up to 25 pounds. The employee is frequently required to lift and/or move up to 70 pounds. Occasionally, the employee is required to lift and/or move up to 100 pounds and infrequently must lift and/or move more than 100 pounds.

3. Specific vision abilities required by this job include close vision, distance vision, peripheral vision, depth perception, and the ability to adjust focus.

WORK ENVIRONMENT: The work environment characteristics described here are representative of those an employee will encounter while performing the essential functions of this job. If requested reasonable accommodations will be considered to enable individuals with disabilities to perform the essential functions.

1. While performing the duties of this job, the employee is constantly exposed to fumes and/or airborne particles, outdoor weather conditions, vibrations, and works near or with moving objects. The employee constantly works with others, around others, and has contact with the public. The employee is infrequently exposed to toxic or caustic chemicals, extreme heat, wet, humid conditions and risk of electrical shock. The employee infrequently works in confined areas, in high, precarious places, and infrequently works extended hours.
2. The noise level in the work environment is usually loud to very loud.

MENTAL/MOTOR DEMANDS: The mental/motor demands described here are representative of those that must be made by an employee to successfully perform the essential functions of this job. If requested reasonable accommodations will be considered to enable individuals with disabilities to perform the essential functions.

1. While performing the duties of this job, the employee constantly meets deadlines, maintains attentiveness, and provides guidance and co-worker support. The employee is constantly involved in social interactions which frequently require oral and written communications. The employee frequently maintains flexibility (ability to shift from one task to another), and performs routine work.
2. Memory, reasoning, and judgment are constantly used and required on the job. Estimating and problem solving are frequently used and required on the job. Mathematics are also frequently used on the job.

AGREEMENT:

I certify that I have read and understand all of the above listed information and requirements associated with this position at the Fremont County Solid Waste Disposal District.

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APPLICANTS PRINTED NAME

APPLICANTS SIGNATURE

DATE