



**City of Milford**  
**Public Works Equipment Operator, Senior - Solid Waste**  
Pay Grade: 5

---

**Employment Status:** Full-Time

**FLSA Status:** Non-Exempt

**Experience Required:** A minimum of three (3) years' experience in the operation of heavy equipment including the use of a scraper, compactor, motor grade and similar equipment. A comparable amount of training and experience may be substituted for the minimum qualifications. NIMS (National Incident Management System) ICS-100, ICS-200, ICS-300, and FEMA IS-700 training.

**Licenses, Certifications, and Other Requirements:** Possession and retention of a valid Delaware motor vehicle operator's license. Class B CDL (Minimum) is required. Must pass testing for substance abuse and criminal background investigation. Subject to random drug testing in accordance with City policy.

**Minimum Education Requirements:** High school diploma or equivalent

**Direct Supervisor:** Building Operations & Refuse Supervisor

**Supervisory Responsibility:** None

**Primary Work Location:** In/around the city with possible exposure to extreme environments with reporting, office duties and meetings at the Public Works facility.

---

**Job Summary:** The Public Works Equipment Operator, Senior -Solid Waste is responsible for the safe operation of side-load and/or rear-load trucks and ancillary equipment on an assigned route to service customers while providing excellent customer service. This role involves delivering solid waste and recyclables to designated disposal facilities, as well as managing container inventory, delivery, and repairs.

The Public Works Equipment Operator, Senior - Solid Waste shall be committed to the mission, vision and values of the City and demonstrate such through ethical conduct, community stewardship, individual initiative, and responsive service. The Public Works Equipment Operator, Senior -Solid Waste shall demonstrate leadership, management and technical skills through effective communication and collaboration, proper use of team resources, progressive decision-making, personal accountability, and responsibility.

---

**Supervision Received:** Work is performed under the general supervision of Building Operations & Refuse Supervisor.

**Essential Job Functions:** An employee in this position may be called upon to do any or all of the following essential duties:

- **Route & Equipment Oversight:** Serve as lead operator, ensuring efficient route execution and overseeing vehicle and equipment maintenance training.
- **Operational Efficiency:** Assist the Building Operations & Refuse Supervisor with scheduling and recommend improvements to enhance the division's effectiveness.
- **Refuse Collection:** Safely operate side-load and rear-load refuse vehicles on assigned residential, commercial, and apartment routes, ensuring proper waste and recycling disposal.
- **Bulk Pick-Ups:** Conduct weekly bulk waste collection for residential and commercial customers.
- **Vehicle Inspections & Reporting:** Perform pre/post-trip vehicle inspections, report malfunctions, and coordinate with the Head Mechanic for necessary repairs.
- **Compliance Monitoring:** Identify and report customer non-compliance, including improper container placement, blocked access, and excessive waste accumulation.
- **Customer Service:** Respond to routine inquiries regarding refuse schedules and service, maintaining a customer-focused approach.
- **Container Management:** Lead container inventory efforts, including delivery, replacement, and inspection.



## City of Milford

### Public Works Equipment Operator, Senior - Solid Waste

Pay Grade: 5

- **Asset Management:** Conduct annual audits and inspections of containers to determine necessary replacements and maintenance.
- **Equipment Maintenance:** Perform repairs, painting, and wheel replacement on dumpsters.
- **Safe Equipment Operation:** Ensure the safe and efficient use of heavy refuse equipment, including side-load/rear-load vehicles and delivery lift trucks.
- **Emergency Response:** Work scheduled on-call duties for after-hours needs, special events, and weather-related emergencies.
- **Interdepartmental Assistance:** Support other Public Works divisions as needed, following direction from the Building Operations & Refuse Supervisor.

#### **Additional Duties:**

- Complete all required daily forms and submit them as directed.
- Review pre/post-inspection forms and report mechanical difficulties.
- Perform related work as assigned.

#### **Essential Functions, Qualifications, & Knowledge, Skills, and Abilities (KSA) for Employment:**

An employee in this class must have the following knowledge, skills, and abilities upon application:

##### **Knowledge**

- Understanding of the hazards, safety rules and precautions in refuse collection and heavy equipment operation.
- Applicable Federal, State, and local laws, rules, regulations, standards, codes, and/or statutes of assigned areas of responsibility.
- Heavy equipment operation as applicable to landfill and transfer station operations.
- Safe work practices applicable to required equipment maintenance and techniques,
- Basic waste material identification and proper safe handling.

##### **Skills**

- Multi-task and work independently.
- Communication, interpersonal skills as applied to interaction with coworkers, supervisor, and the general public, sufficient to exchange or convey information and receive work direction.
- Effectively managing time and resources to ensure work is completed efficiently.
- Exceeding customer needs, building productive customer relationships and taking responsibility for customer satisfaction.

##### **Abilities**

- Navigates and uses electronic devices to manage work orders and receive and/or send emails.
- Reads electronic maps and navigates streets safely and effectively.
- Exercises independent judgement in accordance with established policies and practices.
- Communicates clearly and concisely, both verbally and in writing.
- Demonstrates positive behavior and maintains cooperative and effective working relationships with City employees, various businesses and agencies and the general public.



**City of Milford**  
Public Works Equipment Operator, Senior - Solid Waste  
Pay Grade: 5

---

**Signatures / Date**

- I have read the job description for my position. I understand and accept the requirements as stated.
- I have read the job description for my position. I would like to have a second review of the job description with my manager and human resources.

Department Director:

---

Employee:

---

Human Resources Director:

---