



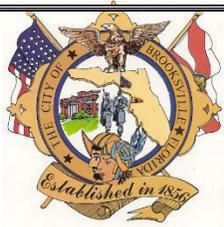
CITY OF BROOKSVILLE
JOB DESCRIPTION

POSITION TITLE: Lead Front Loader Driver
DEPARTMENT: Public Works
DIVISION: Sanitation
SUPERVISED BY: Sanitation Manager or SW Field Supervisor

JOB SUMMARY/OVERVIEW OF THE POSITION: This is highly skilled work in the safe operation of large front-loader commercial solid waste collection vehicles (up to 66,000 lbs. GVW). The Lead Front Loader Driver is responsible for safely maneuvering vehicles in tight and congested areas, collecting and transporting solid waste, and ensuring compliance with operational and safety standards. This position serves as the lead operator within the division, responsible for planning routes, coordinating service changes, completing equipment status reports, and supervising and training other Loader Operators. The role requires strong leadership, safe equipment operation, and a commitment to providing effective customer service. This position is designated as essential personnel and will be required to work during emergency operations, including severe weather events and natural disasters. Employees must participate in emergency preparedness and response activities, and complete required NIMS (National Incident Management System) training as directed.

ESSENTIAL JOB FUNCTIONS:

- **Safe Equipment Operation:**
Operate a front-loader bulk container collection truck safely and efficiently in a variety of environments, including confined areas, near structures, vehicles, and pedestrians.
- **Route and Schedule Management:**
Plan, coordinate, and maintain collection routes to ensure timely and efficient completion. Adjust schedules or routes as needed for service changes, special collections, or emergencies.
- **Leadership and Supervision:**
Provide guidance, training, and oversight to Front Loader Operators and other Solid Waste staff. Ensure adherence to safety protocols, operational standards, and quality service delivery.
- **Vehicle Maintenance and Inspection:**
Perform daily, weekly, and periodic inspections of trucks and equipment. Conduct basic operator-level maintenance and report repair needs to ensure vehicles remain in safe operating condition.
- **Special Assignments:**
Work special shifts as needed to meet workload demands, maintain service levels, or respond to operational needs. Serve as a backup for Front Loader Drivers, Solid Waste Operators, or other positions as assigned.
- **Customer Service & Complaint Resolution:**
Investigate customer complaints or service issues. Work collaboratively with supervisors and other departments to resolve concerns and ensure customer satisfaction.
- **Safety Compliance:**
Follow and enforce all safety policies and regulations. Promote a culture of safety by modeling best practices and ensuring the crew operates with safety as a top priority.
- Perform other duties as assigned.



KNOWLEDGE, SKILLS, AND ABILITIES

- **Knowledge of:**
 - Safe operation of heavy equipment and commercial solid waste vehicles.
 - Local, state, and federal safety regulations related to solid waste collection.
 - Preventive maintenance practices for trucks and heavy equipment.
 - Solid waste collection procedures, routing methods, and service standards.
- **Skills in:**
 - Safely operating and maneuvering front-loader trucks in confined areas.
 - Planning and organizing routes for efficiency and timeliness.
 - Using judgment to resolve customer complaints and service issues.
 - Performing and documenting vehicle inspections and basic maintenance.
 - Supervising and training subordinate staff effectively.
- **Ability to:**
 - Communicate clearly and effectively, both orally and in writing.
 - Establish and maintain cooperative working relationships with staff, supervisors, and the public.
 - Lead by example and promote teamwork within the division.
 - Remain calm and professional when handling service challenges or complaints.
 - Work independently with minimal supervision and make sound decisions in the field.
 - Ability to work flexible hours, including special shifts.

MINIMUM REQUIREMENTS LISTED AS FOLLOWS:

PHYSICAL SKILLS:

- Use of both hands with the majority of fingers.
- Vision of 20/40 in at least one eye.
- Ability to hear, understand, and verbally communicate in English (corrective devices acceptable).
- Motor skills to operate equipment, climb, crawl, stoop, and perform physically demanding tasks.
- Ability to lift and carry up to 70 pounds.

EDUCATION, TRAINING AND EXPERIENCE:

- High school diploma or equivalent required.
- Minimum of four (4) years of experience in solid waste collection or a related field.
- Experience working in a municipal or government setting preferred.
- Supervisory or lead-worker experience strongly preferred.

CERTIFICATIONS, TRAINING, SPECIAL REQUIREMENTS: Valid Florida CDL Class B with acceptable driving record. Driving record must meet or exceed City driving standards.

ADA STATEMENT: *A qualified employee or applicant with a disability may be afforded a reasonable accommodation to perform the essential job functions of a position in compliance with the Americans with Disabilities Act.*

DRUG-FREE WORKPLACE: *City of Brooksville is a drug-free workplace in accordance with Federal and Florida law.*

VETERANS' PREFERENCE: *Under Section 295.07, F.S., Chapter SSA-7, City of Brooksville provides to Veterans, that preference in appointment will be given to preference-eligible applicants.*

HR INFORMATION

REVISION DATE: 10/2025

FLSA STATUS: Non-Exempt

PAY GRADE: SEE CURRENT PAY GRADE SCALE