



**CITY OF BROOKSVILLE**  
**JOB DESCRIPTION**

**POSITION TITLE: Solid Waste Operator III**  
**DEPARTMENT: Public Works**  
**DIVISION: Sanitation**  
**SUPERVISED BY: Sanitation Manager**

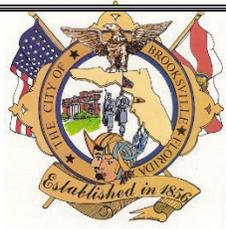
**JOB SUMMARY/OVERVIEW OF THE POSITION:** The Solid Waste Operator III is the senior-level classification within the Solid Waste Operator series. Employees in this role are responsible for the safe and efficient collection and transportation of solid waste and/or recyclable materials using rear loader garbage trucks, mobile boom trucks, recycling trucks, and other large-scale collection equipment. This position performs as a lead driver on assigned crews, provides direction and guidance to lower-level Operators, Solid Waste Attendants, and Collectors, and ensures safe and effective completion of assigned routes. The Operator III also assists in training new staff, supports supervisory personnel in ensuring compliance with safety standards, and performs routine and advanced maintenance of assigned equipment. Work schedules vary and may include nights, weekends, holidays, and emergency call-outs. 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:**

- Safely operates a variety of solid waste vehicles, including rear-loader garbage trucks, boom trucks, recycle trucks, container delivery vehicles, and other assigned equipment.
- Serves as lead driver for assigned crew, providing on-the-job training, mentoring, and direction to Operators I & II, Solid Waste Attendants, and Collectors.
- Ensures route completion and customer service standards are met.
- Responsible for job site safety and traffic control in assigned work areas.
- Performs daily and weekly inspections, maintenance, and minor repairs, including safety checks, lubrication, tire changes, washing, waxing, and general equipment upkeep.
- Troubleshoots operational or safety issues and reports concerns to management promptly.
- Responds to special shifts, events, and emergency call-outs as needed.
- Projects a positive public image and interacts courteously with customers, coworkers, and the public.
- Performs other duties as assigned by management.

**KNOWLEDGE, SKILLS, AND ABILITIES**

- Expert knowledge of safe operation of large, heavy trucks and solid waste collection equipment (60,000 lbs. GVW and above).
- Strong understanding of traffic safety, job site safety, and applicable federal, state, and local regulations.
- Advanced skill in operating assigned equipment in tight, confined, or high-traffic areas.
- Ability to provide effective on-the-job training and mentorship to less experienced staff.
- Ability to perform minor repairs and preventative maintenance on assigned vehicles and equipment.



- Ability to lift, bend, climb, and safely handle solid waste materials up to 70 lbs. repeatedly.
- Ability to work in adverse weather conditions, variable shifts, and emergency situations.
- Ability to exercise independent judgment and problem-solving in the field.
- Ability to maintain accurate records, follow instructions, and complete tasks in a timely and safe manner.
- Ability to represent the City in a professional and courteous manner.

### **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 GED issued by a State Board of Education.

#### **Experience:**

- Five (5) or more years of experience in the operation of heavy/complex solid waste or construction vehicles and equipment, including performance of minor repairs and maintenance.
- Leadership or crew lead experience, preferred.

#### **Licenses & Certifications:**

- Valid Florida Commercial Driver's License (CDL) Class "B" with a clean driving record acceptable to the City's insurance carrier.

**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**