The Town of Waynesville, NC

JOB DESCRIPTION

To perform this job successfully, an individual must be able to perform the essential job functions satisfactorily. Reasonable accommodations may be made to enable individuals with disabilities to perform the primary job functions herein described. Since every duty associated with this position may not be described herein, employees may be required to perform duties not specifically spelled out in the job description, but which may be reasonably considered to be incidental in the performing of their duties just as though they were actually written out in this job description.

From:	**Human Resources Department**
RE:	**Equipment Operator – Solid Waste Collections**
Date:	**November 3, 2026**
Department:	**Public Works: Sanitation Division**
Pay Scale:	**$40,887.21 - $65,419.57 DOE**
Benefit:	**5% increase after successful probation**
FLSA Status:	**Non-Exempt**
Safety Sensitivity:	**Safety Sensitive Position**
Hours:	**Monday – Friday; 7:00 a.m. – 4:00 p.m. (Must be able to work weekends, if necessary)**

PRIMARY PURPOSE

The purpose of this position is to operate specialized heavy equipment specifically for the Town's Solid Waste Collections and community sanitation efforts. This role is vital to providing quality, customer-oriented municipal services that enhance the quality of life for the citizens of Waynesville.

ESSENTIAL TASKS

The tasks listed below are those that represent the majority of the time spent working in this class. Management may assign additional tasks related to the type of work of the class as necessary.

Specialized Vehicle Operation: Operates automated side-loader trash trucks and recycling collection vehicles on designated residential and commercial routes.

Bulky Waste Collection: Operates knuckle boom trucks for the collection of brush, yard waste, and bulky items.

Infrastructure Cleanliness: Operates the street sweeper to maintain town roadways and prevent debris from entering storm drains.

Manual Labor: Manually loads or unloads materials and waste onto vehicles as needed to ensure complete service.

Equipment Maintenance: Performs routine maintenance, cleaning, and daily safety inspections (pre/post-trip) of assigned tools and heavy equipment; reports defects to the supervisor immediately.

Compliance: Performs all duties in accordance with Town policies, safety standards, and traffic laws.

Record Keeping: Maintains accurate digital or written logs of work performed and routes completed.

DATA INVOLVEMENT:

Requires comparing or inspecting items against a standard.

PEOPLE INVOLVEMENT:

Requires speaking or signaling to people to convey or exchange information of a general nature.

INVOLVEMENT WITH THINGS:

Requires leading, operating or repairing complex machinery or equipment that requires extended training and experience, such as tractors, heavy mowers, trucks, etc. Involves operations of limited scope.

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REASONING REQUIREMENTS:

Requires performing semi-routine work following procedures with occasional problems.

MATHEMATICAL REQUIREMENTS:

Requires using basic addition and subtraction, such as making change or measuring.

LANGUAGE REQUIREMENTS:

Requires reading simple sentences, instructions, or work orders; writing simple sentences and completing simple job forms; speaking simple sentences using basic grammar.

MENTAL REQUIREMENTS:

Requires doing clerical, manual, or technical tasks prescribed by standard practices, but which may require computation, the use of several procedures, and the use of independent judgments with obvious choices; requires normal attention for accurate results.

VOCATIONAL/EDUCATIONAL PREPARATION:

Requires high school diploma or GED equivalent and specialized vocational training.

SPECIAL CERTIFICATIONS AND LICENSES:

Must possess a valid North Carolina commercial driver's license with appropriate endorsements.
Preferred Class A can be with restriction of fifth wheel plate.

EXPERIENCE REQUIREMENTS:

Requires over three months and up to and including six months of experience in the operation of motorized vehicles or heavy equipment.

PHYSICAL AND DEXTERITY REQUIREMENTS:

Requires heavy work that involves exerting between 50 and 75 pounds of force on a recurring basis and over 100 pounds of force on a frequent basis. Must be able to perform basic life operational functions of climbing, balancing, stooping, kneeling, crouching, crawling, reaching, standing, walking, pushing, pulling, lifting, fingering, grasping, feelings, and repetitive motion.

ENVIRONMENTAL HAZARDS:

The job may risk exposure to bright/dim light, dusts and pollen, extreme heat and/or cold, wet, or humid conditions, extreme noise levels, vibration, fumes and/or noxious odors, traffic, moving machinery, electrical shock, toxic/caustic chemicals, disease / pathogens.

SENSORY REQUIREMENTS:

The job requires normal visual acuity and field of vision, hearing and speaking abilities, and depth perception.

JUDGMENTS AND DECISIONS:

Responsible for guiding others, requiring a few decisions affecting a few co-workers; works in a stable environment with clear and uncomplicated written/oral instructions but with some variations from the routine.

ADA COMPLIANCE:

The Town of Waynesville is an Equal Opportunity Employer. ADA requires the Town to provide reasonable accommodations to qualified individuals with disabilities. Prospective and current employees are invited to discuss accommodations.

The Town of Waynesville has the right to revise this job description at any time. This description does not represent in any way a contract of employment.

Apply online: https://www.surveymonkey.com/r/townofwaynesvilleapplication

Or Scan the QR Code to apply online:

Interested applicants may submit an application to:
Town of Waynesville,
Brittany Angel, HR Coordinator
Human Resources Department

16 S. Main Street
Waynesville, NC 28786
Or via email to bangel@waynesvillenc.gov