



# GREATER LEBANON REFUSE AUTHORITY

1610 Russell Road • Lebanon • Pennsylvania • 17046

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File #2019- 183

**SUBJECT:** GLRA Position Description - Heavy Equip. Operator

**HOURLY RATE:** In accordance with current “Starting Rates, Upgrade/Promotion Rates and Maximum Hourly Wage by Position”. Following a 90 day probation period review and successful completion of six months of service the starting wage will be increased by \$0.50 per hour: The “Upgrade Rate” for this position is as noted in the table noted above, and is in addition to current hourly rate.

**APPLICATION:** GLRA Job Application Form

**REPORTS TO:** Operations Manager

**QUALIFICATIONS:** Persons hired for this position will be required to pass a physical examination, to include lower back strength, abdominal strength, general physical condition, and substance abuse testing, by GLRA's appointed physician. A criminal background check and driving record check will be conducted for all new hires.

All persons considered for this position will be required to demonstrate proficiency with all GLRA excavation and landfill equipment, ability to carry grades in excavations, trenches and fills, and be signed off on the proficient operation by the Operations Manager. In addition, they must have a valid PA Driver's License and a safe driving record for the past three years. Operators must demonstrate the ability to read, understand and implement written procedures for trenching, confined space entry, emergency procedures and operating regulations concerning prohibited items, Material Safety Data Sheets, and other applicable GLRA or DEP regulations or permit conditions.

**EXPERIENCE:** A minimum of two years experience in operation of landfill, or construction heavy equipment with a safe operating record is required.

Persons hired from within GLRA require one year or more of employment with the Company, and must show proficiency within one year.

**Education:** High School Diploma or equivalent is required.

**Duties:** Complete all specific work assignments safely, as assigned by the Operations Manager, or Foreman.

## **Heavy Equipment Operator Position Description**

General duties include maintaining GLRA facilities in a safe, and effective operational manner. The Operator will be required to operate all GLRA equipment: Caterpillar 973-Loader, Caterpillar 836-C Compactor, John-Deere 410-D Backhoe, Tarpomatic Machine, Tub Grinder, Screening Plant, and various types of small farm tractors and implements, etc.. The Operator will be required to drive off-highway trucks, Caterpillar D400D, D400E. On Penn-Dot roads, GLRA licensed trucks: Roll-Off and Dump Trucks etc.



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The Operator will be required to perform different work with the equipment such as: pushing in the trash from the tipping area to the slope, covering the work face with sub-soil, fabric, or foam, building of roads, grading areas on GLRA property for seeding, loading of trucks with stone, soil, tree stumps, etc., excavating of trenches for water, sewage, electric, phone, etc., haul stone, soil, black top, etc.

Heavy Equipment Operators are expected to be flexible, competent, and capable of learning to operate different kinds of equipment that aren't listed above. Senior Operators will be expected to set an example for other Operators and employees and help them develop their abilities on equipment operation as assigned. Operators will be required to labor in different jobs necessary to support GLRA operations efficiently, and productively on/off the property of GLRA as assigned. They are expected to take the initiative to help with litter control and other routine tasks as time permits during any down time in their assigned operation, and to project a positive image of the GLRA.

Heavy Equipment Operators will be required to examine the incoming trash for compliance with GLRA regulations when working the landfill and the compost areas, then correcting or reporting any potential problems or violations to the Operations Manager or Foreman.

**Safety:** GLRA provides safety equipment, however safety ultimately rests with individuals. GLRA will not tolerate employees who do not exercise safe work practices.