



## **Waste Management Operator I #00250**

### **City of Virginia Beach – Job Description**

Date of Last Revision: February 5, 2026

**FLSA Status:** Non-Exempt

**Pay Plan:** General

**Grade:** 17

### **City of Virginia Beach Organizational Mission and Values**

The City of Virginia Beach exists to enhance the economic, educational, social, and physical quality of the community and provide sustainable municipal services which are valued by its citizens.

The City of Virginia Beach organization is based upon a belief in the democratic process of government. This belief provides meaningful ways for citizens, reflecting the diversity of our City, to contribute to the development of public policy. This process is enhanced by organizational values which guide member performance within the Virginia Beach Quality Service System. These values define our desired organizational culture. We value quality customer service; teamwork; leadership and learning; integrity; commitment; and inclusion and diversity.

### **Class Summary**

Perform as part of a two-man crew collecting yard debris and refuse on a rear loader.

### **Representative Work Functions and Responsibilities**

- Load waste into City trucks; replace cans and lids; and clean area around cans or bags.
- Clean waste collection truck and equipment in order to complete collection task.
- Work in fleet maintenance yard and other areas of City as assigned.
- Perform other job duties requiring skills, knowledge and physical requirements as demanded by those duties described or less. Individual assignments will be determined by the supervisor based on the current workloads and department needs.

## **Performance Standards**

- Safely collect refuse on a rear loader vehicle in a manner to minimize damage to City and private property in accordance with department safety procedures.
- Thoroughly inspect vehicles to detect potential maintenance problems.
- Clean equipment on a regular basis and make minor preventive repairs to avert downtime.
- Collect waste in a manner to avoid litter problems.

## **Minimum Qualifications**

- High school diploma or GED and one (1) year of experience in heavy manual labor; or any equivalent combination of experience and training which provides the required knowledge, skills and abilities.

## **Special Requirements**

- All employees may be expected to work hours in excess of their normally scheduled hours in response to short-term department needs and/or City-wide emergencies.
- This position may require that incumbents wear and maintain appropriate personal protective equipment such as, but not limited to, steel toed shoes, hard hats, safety glasses, gloves, or other safety attire and equipment in designated areas of risk. Specific requirements will be determined and communicated by the employee's supervisor based on position assigned.
- This position may be designated as a safety sensitive position and be subject to mandatory drug testing. Positive drug test results may result in counseling and/or discipline, up to and including, termination.

## **Working Conditions**

Working conditions are intended to provide a general overview of the environmental conditions inherent in the job setting, as well as the physical, mental, and sensory requirements necessary to perform the essential functions of positions in the noted job title. A more detailed description will be made available at the position level both internally and externally with all posted open positions.

*NOTE: Per HR Policy 6.19, Americans with Disabilities, the City follows the requirements of the Americans with Disabilities Act (ADA) in all hiring and employment decisions. The City shall not discriminate on the basis of disability in its hiring and employment practices. The City shall make reasonable accommodations for the known physical or mental limitations of a qualified*

*applicant or employee with a disability upon request unless the accommodation would cause an undue hardship on the operation of the City's business.*

**DISCLAIMER:**

*This description is intended to indicate the kinds of tasks and levels of work difficulty that will be required of positions that will be given this title and shall not be construed as declaring what the specific duties and responsibilities of any particular position shall be. It is not intended to limit or in any way modify the right of any supervisor to assign, direct, and control the work of employees under his or her supervision. The use of a particular expression or illustration describing duties shall not be held to exclude other duties not mentioned that are of similar kind or level of difficulty.*