1025 P Street
P.O. Box 687, Gering, NE 69341
www.gering.org

Solid Waste Handler
Full-Time – Job Posting

Department: Sanitation

Starting Pay: $19.55 - $22.64 (depending on experience)

Application Deadline: 4:15pm, Friday, November 6 - open until filled

Job Description: **attached**

An Equal Opportunity Employer, Only U.S. citizens and aliens authorized to work in the United States will be hired and all employees are required to complete a verification form.

The City is hiring a Solid Waste Handler to support daily sanitation operations. This role includes operating collection vehicles, handling waste containers, performing equipment inspections, and assisting with landfill operations as needed. Candidates should be safety-conscious, mechanically inclined, and comfortable performing physical work in outdoor conditions. A valid CDL is preferred or the ability to obtain one.

Application packets are available online at https://www.gering.org/careers or at City Hall.

To Apply: please submit your application, resume, and cover letter via email or in person.

City of Gering
Attn: Shannon Goss
1025 P Street / P.O. Box 687
Gering, NE 69341
Phone: 308-436-6848
sgoss@gering.org

For those who live here today and those who will come – Pioneers Welcome!

1025 P Street
P.O. Box 687, Gering, NE 69341
308-436-5096 www.gering.org

JOB DESCRIPTION

Title: Solid Waste Handler

Department: Sanitation

Reports to: Director of Environmental Services and/or Sanitation Coordinator

Pay Grade: IBEW/4

Previous Revision Date: September 2025

Last Revision Date: April 2026

Type: ☒ Full Time ☐Part Time ☐ Seasonal

FLSA: ☐ Exempt/Salary ☒Non-Exempt/Hourly

Union: ☒Yes ☐ No

Safety Sensitive: ☒Yes ☐ No

JOB SUMMARY

The Solid Waste Handler performs a variety of unskilled and semi-skilled tasks and operates various equipment in the collection of solid waste. This role requires driving collection vehicles, handling waste containers, and maintaining equipment to ensure efficient and safe operations.

ESSENTIAL FUNCTIONS

- Drive collection vehicles over designated routes to collect solid waste containers, including recyclables and yard waste.
- Deposit waste containers into collection vehicles and return containers to prescribed areas.
- Make special collections and note variances to prescribed service.
- Repair broken dumpsters on routes in a timely manner.
- Maintain communication with the office regarding operations.
- Conduct daily inspections and maintenance of vehicle components such as tires, fluids, and lights.
- Ensure safe collection practices by observing surrounding conditions and regulating traffic.
- Unload collected waste at sanitary landfills or compost facilities.
- Clean and maintain collection vehicles regularly.
- Perform routine inspections and preventive maintenance on assigned equipment.
- Maintain records related to inspections, maintenance, and collection activities.
- Address and resolve complaints within scope of authority.
- Operate heavy equipment as needed for landfill or bale facility operations.
- Conduct on-site inspections of incoming waste and ensure proper disposal.
- Complete required reports for landfill or bale facilities.

PERIPHERAL DUTIES

- Assist in the scale office when necessary.
- Assist with operation of baler equipment and the baling of solid waste.
- Required to work or assist in other City departments and may serve on various employee or other committees as assigned.
- May be required to assist in snow removal. May require evening, night, and weekend hours.

- Opens and closes landfill site/waste covered daily.
- Pick litter from landfill fence and surrounding areas of landfill, as well as any litter that falls from trucks during collections or around dumpsters and carts during collection

QUALIFICATIONS

1. **Education and Experience:**
   - High School Diploma or equivalent.
   - Must be 18 years of age or older.
   - Any combination of education and experience that provides the necessary knowledge, skills, and abilities.
2. **Necessary Knowledge and Skills:**
   - Knowledge of equipment, methods, and procedures for solid waste collection.
   - Skill in operating listed tools and equipment.
   - Ability to perform heavy manual tasks for extended periods.
   - Ability to work safely and establish effective working relationships.
   - Ability to follow written and oral instructions accurately.
   - Ability to screen incoming wastes effectively.
3. **Special requirements:**
   - Valid State Driver's license and Class B CDL with tanker and air brake endorsements, or ability to obtain one.
   - Preferred: Class A CDL
   - State Certification as a landfill operator/waste screener.
   - Participate in FMCSA's Drug and Alcohol Testing Program.

TOOLS & EQUIPMENT USED

- Motorized vehicles and equipment such as trash compacting equipment, backhoe, front-end loader, excavator, packer truck, recycling collection truck, utility truck, hydraulic lifts.
- Common hand and power tools, pitchfork, wrenches.
- Mobile or portable radio.

PHYSICAL DEMANDS

The physical demands outlined here represent those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodation may be made to enable individuals with disabilities to perform these essential functions.

- Manual dexterity required for operating various equipment.
- Frequent standing, walking, sitting, reading, hearing, and talking.
- Frequently lift and/or move up to 65 pounds; occasionally lift/move up to 100 pounds.
- Vision abilities: Close, distant, color, peripheral, depth, and ability to adjust focus.

WORK ENVIRONMENT

- Regularly works in outside weather conditions.
- Frequently works near moving mechanical parts and is exposed to wet, humid conditions and vibration.
- Occasionally exposed to fumes, airborne particles, and toxic or caustic chemicals.
- Noise level is usually loud.

SUPERVISORY RESPONSIBILITY

- None
- Driver may train others in collection operations and equipment use

DISCLAIMER

This job description is intended to convey information essential to understanding the scope of the job and the general nature and level of work performed for individuals with this job title. However, this job description is not intended to be an exhaustive list of all qualifications, skills, efforts, duties, responsibilities, or working conditions associated with the position. The job description does not constitute an employment agreement between the employer and employee and is subject to change by the employer as the needs of the employer and requirements of the job change.

Approved:

Pat Heath *4/9/26*

City Administrator **Date**

Application Instructions

Please read and understand these statements before signing your job application.

1. Complete Application: You must complete the job application in its entirety. References to "see resume" are not sufficient. The application will be used for the initial review to select applicants for interviews.
2. Resume & Cover letter are required: A resume and cover letter must be submitted with the job application.
3. Truthful Information: The information provided in this job application must be true. False or misrepresented information will result in the rejection of your application or termination of employment if discovered after hiring.
4. Authorization to Verify Information: By signing this application, you authorize the City of Gering to obtain information from previous employers, educational institutions, and other parties to verify the accuracy of the information provided.
5. Waiver of Claims: You waive all rights and claims against the City of Gering for seeking and using this information to evaluate your application.
6. Position-Specific Application: This application is only for the position you are currently applying for. If you wish to apply for another position, even if it is the same classification, you must complete and submit a new application.

CITY OF GERING APPLICATION FOR EMPLOYMENT

Prospective employees will receive consideration without discrimination based on creed, color, sex, age, national origin, handicap, veteran status, sexual orientation, or any condition prescribed by state or local law.

Last Name _____ First Name _____ Middle _____ Date _____

Street Address (physical & mailing address) _____ Contact Number _____

City _____ State _____ Zip Code _____ Email Address _____

Have you ever applied for employment with us?

☐ Yes ☐ No If yes, dates: _____ Date available to begin work: _____

Position desired: _____ Pay expected: _____

Where did you hear about this position? _____

What work schedule are you interested in?

☐ Full Time ☐ Part-Time ☐ Seasonal ☐ Overtime (if requested)

Are you legally eligible for employment in the United States? ☐ Yes ☐ No

Are you over the age of 18? ☐ Yes ☐ No

Membership in professional and civic organization (Exclude those that may disclose your race, color, religion, age or National origin.)

Other special training or skills (languages, machine operation, etc.), special accomplishment or awards.

School	Name of School	Location of School	Course of Study	Did you Graduate	Years Completed	Degree or Diploma
High School						
Business/Trade/ Technical School						
College/University						
Graduate School						

Military Service: Did you serve in the U.S. Armed Forces? ☐ Yes ☐ No

Describe any training received relevant to the position for which you are applying:

EMPLOYMENT HISTORY:

Please give accurate, complete, full-time and part-time employment records. Start with your present or most recent.

We may contact the employers listed below unless you indicate those you do not want us to contact.

Company Name _____ Telephone _____

Address _____ Starting Pay _____

Supervisor' s Name _____ Ending Pay _____

Job Title _____ Employment Dates:

Describe your work _____ From: _____

Reason for leaving _____ To: _____

Company Name _____ Telephone _____

Address _____ Starting Pay _____

Supervisor' s Name _____ Ending Pay _____

Job Title _____ Employment Dates:

Describe your work _____ From: _____

Reason for leaving _____ To: _____

Company Name _____

Address _____

Supervisor's Name _____

Job Title _____

Describe your work _____

Reason for leaving _____

Telephone _____

Starting Pay _____

Ending Pay _____

Employment Dates:

From: _____

To: _____

We may contact the employers listed above unless you indicate those you do not want us to contact.

REFERENCES: ALL 3 references should be completed.

Name	Years Known	Telephone	Nature of Relationship

APPLICANT ACKNOWLEDGMENT AND AUTHORIZATION:

I certify that the information provided in this application is true and complete. I understand that any false, incomplete, or misleading information may result in the rejection of my application or, if discovered after employment, immediate termination.

I authorize the employer to verify my information with previous employers, educational institutions, and other relevant parties. I waive any claims against the employer or its representatives for requesting, receiving, or using this information in evaluating my employment application.

I acknowledge that this application will remain active for 30 days. If I wish to be considered for future employment after this period, I must submit a new application.

I understand that this application does not constitute an employment contract. If hired, my employment may be terminated at any time, with or without cause or notice, unless otherwise required by law. I also understand that only an executive officer of the employer may enter into a written employment agreement that modifies these terms.

By signing below, I acknowledge and accept these terms and conditions.

Signature _____ Date _____

PLEASE RETURN TO CITY OF GERING ADMINISTRATION OFFICES:
1025 P Street, Gering, NE 69341
sgoss@gering.org
308-436-6848