

**RESOLUTION NUMBER \_\_\_\_**

**WHEREAS**, the job description for the Landfill Superintendent position has not been updated for some time; and

**WHEREAS**, the Board of Directors of the Beatrice Area Solid Waste Agency, a joint entity created pursuant to Section 13-801 to 13-827, R.R.S. Neb. 1943, wish to adopt a revised job description for the position of Landfill Superintendent.

NOW, THEREFORE, BE IT RESOLVED BY THE MAYOR AND CITY COUNCIL OF THE CITY OF BEATRICE, NEBRASKA:

**SECTION 1.** That the job description for the position of Landfill Superintendent be and hereby is adopted. A copy of the Landfill Superintendent job description, marked as Exhibit "A", is attached hereto and incorporated by reference.

**SECTION 2.** That all resolutions or parts of resolutions in conflict herewith are hereby repealed.

RESOLUTION PASSED AND ADOPTED this 5<sup>th</sup> day of April, 2021.

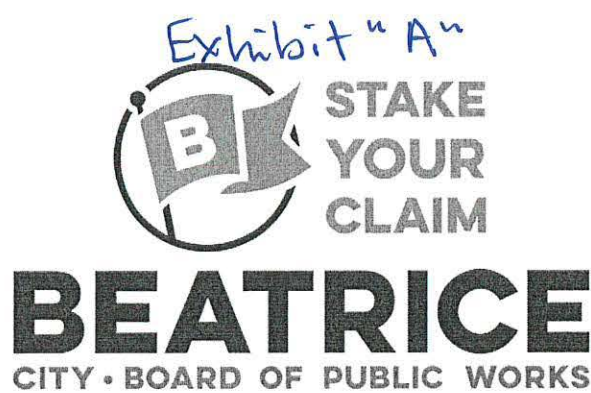
Attest:

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Tobias J. Tempelmeyer, Secretary

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Stan Wirth, Chairperson



## JOB DESCRIPTION

**Title:** Landfill Superintendent

**Department:** BASWA

**Reports to:** City Administrator/General Manager

**Pay Grade:** 73

**Date Adopted:**

**Previous Revision Date:** N/A

**Last Revision Date:**

**Type:** ☒ Full Time

☐ Part Time

**FLSA:** ☒ Exempt ☒ Salary

☐ Non Exempt ☐ Hourly

**Union:** ☐ Yes

☒ No

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### Job Summary:

Responsible for the supervision and management of the City's landfill facilities, including ensuring compliance with federal, state and local regulations. Oversees the Landfill budget.

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### Essential Functions:

1. Supervise employees within the Landfill Department. Interview, hire, and train employees. Assign and schedule staff duties and responsibilities. Direct, motivate, and evaluate personnel and their work. Handle disciplinary problems and assist with correcting any employee deficiencies. Schedule training to aid in developmental needs of staff.
2. Plan, implement, and maintain standards to ensure the Landfill operates efficiently and within required guidelines. Coordinate with the Nebraska Department of Environment and Energy (NDEE) to ensure that the landfill operations are operating within the state and federal regulations.
3. Oversee daily operating procedures. Monitor standard landfill operating procedures for quantity and quality. Assist in the development and implementation of a preventative maintenance program for plant equipment and collection facilities.
4. Supervise and participate in the maintenance and repair of heavy equipment, vehicles, equipment, and buildings; ensure all equipment checks and service reports are properly submitted and recorded; make recommendations as to types of equipment repairs to be performed by staff; develop and supervise routine maintenance procedures for equipment, buildings, and facilities.

5. Monitor all water runoff; collect water samples and outflows, sending samples for testing and document reports as required.
6. Conduct quarterly gas well tests, document results on each well, and send the results to the State.
7. On call to respond to emergencies and breakdowns in the system.
8. Supervise and coordinate the preparation of an annual budget. Direct the implementation of the budget. Develop plans for future electrical methods, equipment, and staffing requirements. Review and recommend expansion and replacement programs for projected capital replacement and improvement program. Tracks the budget to prevent over spending.
9. Review and approve payrolls, purchase requests for materials, supplies, or services in order to monitor and control budget expenditures; monitor revenue from revenue generating sources.
10. Respond to emergencies; coordinate manpower and equipment including the emergency procurement of materials, supplies, equipment, and workers from available sources.
11. Participate in planning and implementing capital improvements program; review plans, specifications and construction bids; monitor construction to ensure that the contractor is performing in compliance with contract specifications; initiate partial and final payments; approve final acceptance of project.
12. Attend professional development conferences, seminars, and classes.
13. Employee must be able to be "on-call".
14. Employee must be able to report to work within thirty-five (35) minutes for emergencies under normal driving conditions.
15. Employee must be able to work extended hours in an emergency.
16. Attend staff meetings and BASWA and City Council meetings as required.
17. Operate Microsoft Word, Excel, Power Point, Gmail, etc.
18. Operate basic office machines such as copy machine, computer, calculator, fax machine, cash register, etc.
19. Keep confidential information confidential.
20. Serve on City phone bank and provide administrative support as needed during Emergency Operations.

21. Work the days and hours necessary to perform all assigned responsibilities and tasks. Must be available to communicate with subordinates, supervisors, customers, vendors and any other persons or organizations with whom interaction is required to accomplish work and employer goals.
  22. Punctual and timely in meeting all requirements of performance, including, but not limited to, attendance standards and work deadlines; beginning and ending assignments on time; and scheduled work breaks, where applicable.
  23. Perform other work which is consistent with the essential functions of the job.
  24. Perform other duties as assigned.
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**Education and Special License(s)/Certifications:**

High school diploma or equivalent required.

Must possess a valid driver's license and maintain an insurable driving record.

Certification from the Solid Waste Association of North America (SWANA) in one or more disciplines preferred.

Associate's or technical school degree in Civil Engineering Technology, Public Administration, Business Administration, or closely related fields preferred; or any equivalent combination of training and experience which provides the knowledge, abilities and skills.

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**Experience:**

Five (5) years experience of landfill operations, including two (2) years as a supervisor preferred. (Breaks in service of no more than ninety (90) days shall be considered *de minimus* and shall not be considered in calculating the consecutive years.)

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**Skills:**

1. Good oral and written communication skills.
  2. Good listening skills.
  3. Manual dexterity.
  4. General construction skills.
  5. Good driving skills.
  6. Ability to perform basic and routine mechanical work.
  7. Ability to establish and maintain positive, effective working relationships with supervisors, co-workers, and the public.
  8. Ability to communicate effectively, orally, and in writing.
  9. Ability to maintain and/or improve knowledge, skills, and abilities, unassisted.
  10. Ability to read, understand and adhere to all department guidelines, bulletins, directives, memorandums and policies.
  11. Ability to establish and maintain effective working relationships with civic and official groups and the public, as well as command and hold the respect and discipline of subordinates.
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**Mental Requirements:**

1. Ability to analyze safety situation.
  2. Ability to make quick decisions.
  3. Ability to stay alert for long periods of time.
  4. Ability to work independently.
  5. Ability to work in a team.
  6. Ability to assess situation and use judgement in responding.
  7. Ability to work under distracting conditions.
  8. Mechanical aptitude.
  9. Alpha/numeric recognition.
  10. Ability to carry out assignments through oral and written instruction.
  11. Ability to take on a leadership role.
  12. Diplomacy and judgement.
  13. Logical reasoning.
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**Physical Requirements:**

1. Hand, eye, and body coordination to operate light to moderately heavy machinery, equipment and vehicles.
  2. Ability to withstand extreme weather conditions.
  3. Exposure to vibrations.
  4. Ability to transverse rough terrain on foot.
  5. Ability to work with exposure to noise.
  6. Ability to distinguish among colors.
  7. Ability to work at extended heights.
  8. Ability to drive city vehicle.
  9. Ability to lift up to sixty (60) pounds.
  10. Ability to bend, climb, and stoop.
  11. Adequate respiratory function to utilize a Self-Contained Breathing Apparatus (SCUBA).
  12. Ability to work in intense life-threatening conditions.
  13. Hand/eye coordination adequate to use assigned technical equipment.
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**Supervisory Responsibility (Direct and Indirect):**

Direct        Administrative Assistant  
                 Landfill Supervisor

Indirect      Landfill Operator

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**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.

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Approved:

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Tobias J. Tempelmeyer, City Administrator

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Date