BINGHAM COUNTY

Is Recruiting for the Position of

Solid Waste Lead
November 3rd 2026

Salary: Starts at $21.87/ hour – DOQ/DOE
Full time - County Benefits Included:
Including 13 Paid Holidays/6 Weeks Paid Parental Leave, Health Insurance, Public Employee Retirement System of Idaho (PERSI)
Closing Date: Open Until Filled

THIS POSITION IS ELIGIBLE FOR A SIGN-ON BONUS $2000.00 (External Applicants Only)
SEE HUMAN RESOURCES DEPARTMENT FOR DETAILS

Pay Grade: SW5 FLSA Designation: Non-Exempt

Purpose Of Class/Primary Function

The principal function of an employee in this class is to supervise and manage the operations and daily activities of the solid waste Transfer Station facilities for Bingham County and ensure compliance with safety and environmental regulations. Provide and supervise employees in delivering friendly and professional customer service to the public; screen loads to be dumped for foreign objects and toxic and hazardous materials according to the Central Transfer Station rules and regulations; and operate heavy equipment to perform skilled work in the moving of Municipal Solid Waste in the transfer station and solid waste compactor. Additionally, work requires the proper handling for disposal of Non-Municipal Solid Waste for transport to the county landfill. The work is performed under the direct supervision of a Solid Waste Director. But considerable latitude is granted for the exercise of independent judgement and initiative. The principal duties of this class are performed in an outdoor environment and include working in adverse weather conditions and dangers involving the use of heavy equipment and potential exposure to hazardous materials. The Assistant Director may be utilized, as needed, as a truck driver for the purpose of hauling solid waste from the county's solid waste transfer stations to the appropriate in-county and out-of-county facilities. Reasonable accommodations will be considered for qualified individuals with disabilities to perform the essential functions of this role.

Essential Duties and Responsibilities (will vary by assignment)

- Supervises long-term and daily work assignments and operations of the transfer station;
- Monitors work assignments for quality, completion, and safe work practices;
- Supervises, provides training for Solid Waste Operators and reviews and evaluates the work of employees;
- Maintains records, documentation, and logs related to transfer station operations;
- Provide Satisfactory Customer Service, including but not limited to friendly and professional verbal directions, answering questions, & providing clear explanations, as well as providing

immediate physical assistance to customers in the proper disposal of municipal solid waste;
- Perform scheduled and assigned maintenance at the Central Transfer Station, including regular and daily litter pickup within the perimeters of the Central Transfer Station compound and roadway entrance, including shoulders of the driveway;
- Monitoring to ensure the proper placement of solid waste in the designated disposal areas of the Central Transfer Station;
- Wear required Personal Protection Equipment and abide by regulatory work safety standards in the performance of daily work duties;
- Satisfactorily work attendance and punctuality;
- Satisfactorily complete required training classes and attend meetings as directed;
- Operate a variety of vehicles and heavy equipment including, but not limited to, hook-lift truck, front end loader, track loader compactor, and related heavy and specialized equipment, according to Central Transfer Station rules and regulations;
- Inspect loads for hazardous materials and separate hazards according to central transfer station rules and regulations;
- Separate and remove foreign objects (i.e. batteries, refrigerator compressors, propane tanks, tires, air conditioners, and other designated hazardous materials) from loads to be dumped according to Central Transfer Station rules and regulations;
- Separate, remove and dispose of hazardous liquids (i.e. gas, oil, paints, antifreeze, etc.) according to central transfer station rules and regulations;
- Move, compact & dispose of waste, burn woodpile, plow snow, sweep compound & weight scales, and other assigned duties;
- Perform maintenance checks and minor service work on equipment utilizing hand and power tools;
- Contact supervisor(s) and service providers for major equipment maintenance when necessary;
- Perform all work duties and activities in accordance with County policies, the Central Transfer Station Solid Waste Operational Plan's procedures and Minimum Performance & Safety Practices.

Other Duties and Responsibilities
- Perform general maintenance activities including painting, sign-making, snow removal, and generally keeping the area clean;
- Perform other related duties as required.

Competency Requirements

Knowledge of:
- Employee supervision, training, evaluation, and disciplinary principles and techniques;
- Record keeping practices and procedures;
- Methods, materials, procedures, and standard practices of safe heavy equipment operation in a solid waste transfer station environment, and related duties;
- Heavy equipment operation and basic maintenance;
- Customer service methods, techniques, and objectives;
- Emergency procedures and practices related to solid waste transfer station environment;
- Hazardous and non-acceptable waste rules and regulations and related safety practices;
- County employee & solid waste transfer stations rules and regulations;
- Equipment and tool operation and maintenance practices;
- Federal (OSHA) and State regulations and County policies regarding safe work practices relating to use of personal protection equipment, hand and power tools, slopes, heavy equipment and solid waste transfer station operations.

Ability to:

- Supervise, train, and evaluate, employees;
- Operate heavy and other motorized equipment, including but not limited to, waste compactors, front end loaders, motor vehicles, ATVs, backhoes, and related equipment as assigned;
- Operate hand and power tools safely;
- Monitor the safe and proper dumping of municipal & non municipal solid waste and other materials;
- Instruct and assist the public in safe and proper dumping methods according to solid waste Central Transfer Station rules and regulations;
- Perform basic maintenance and repair on equipment, including but not limited to heavy equipment & motor vehicles;
- Identify hazardous and unacceptable solid waste and other material and dispose of properly;
- Adheres daily to solid waste rules and regulations;
- Maintain logs, records, correspondence and files related to solid waste operations;
- Communicate effectively in a friendly and professional manner with the public and other employees, occasionally in stressful conditions;
- Follow written and oral instructions;
- Establish and maintain effective working relationships with fellow employees, supervisors, administrators, local officials, vendors, contractors, state and federal agencies, and the public.
- Communicate effectively both orally and in writing.

Acceptable Experience and Training

- High school diploma or GED equivalency is preferred; and
- One year of employee supervision experience;
- Two year experience operating heavy equipment; or
- Any equivalent combination of experience and training which provides the knowledge and abilities necessary to perform the duties and responsibilities of the classification.

Special Qualifications

- SWANA Training preferred;
- Idaho Class “A” CDL drivers license is required;
- *First Aid and CPR certification is required within six months of hire.*

Essential Physical Abilities

- Sufficient clarity of speech and hearing or other communication capabilities which permits the employee to discern verbal instructions and communicate effectively in person and by telephone, with other employees and the public;
- Sufficient visual acuity which permits the employee to comprehend written work instructions and work orders, and operate a variety of heavy equipment and hand tools;
- Sufficient manual dexterity which permits the employee to operate a personal computer and other office equipment and heavy equipment;
- Sufficient personal mobility, stamina, flexibility, and balance to operate heavy equipment and power tools and work outdoors in and around waste sites;
- Jobs in this class require lifting or moving up to 75 pounds occasionally. The employee is regularly required to stand; walk over rough or uneven ground; sit; stoop, kneel, or crouch. The employee is frequently required to use hands to operate power tools and other material.

Benefits

Bingham County offers a highly competitive benefits package including membership in the Public Employee Retirement System of Idaho (PERSI), paid time off, holiday pay, paid parental leave, as well as medical, dental, vision and life insurance. If you would like to view all of the benefits Bingham County offers our full-time employees, please visit our website: www.binghamid.gov , then click on Human Resources and that will take you to our web page and on the left side you will see "Employee Benefits", if you click on this you will see our Benefits page.

How to Apply

A job description and the ***Application*** may be picked up at the Bingham County Courthouse, Department of Human Resources, Room 223 or you may find the application on our website: www.binghamid.gov. When you have completed the ***Application*** and have attached all of the required documentation, you may submit it by bringing it to the address listed above, or you may mail it to this address: 501 N Maple #202, Blackfoot, Idaho 83221. If you choose to mail it, it must be received in the office by 4.00pm on closing day, if there is one. You may also fax the paperwork to (208) 782-2681 or email it to L.Pope: lpope@binghamid.gov by the closing date and time.

Items that must be attached to the Application

A copy of your valid Class "A" Idaho Commercial Driver's License
A copy of your Driving Record from the Idaho Department of Transportation
A copy of DOT Medical Card

If your application is not complete or does not have the required documentation, you may not be considered for this job posting.