City of Virginia Beach Organizational Mission & 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
Operate the rear loader vehicle as a driver/ground person.

Representative Work Functions and Responsibilities
Operate a rear loader vehicle as either the driver or ground person; must be able to climb on and off of rear loader repeatedly; quickly collect waste as part of a two or three-person crew. Must be able to navigate to make at least one pass on each street within the route.

Perform pre and post trip vehicle inspections. Perform minor maintenance as required and report deficiencies to ensure safe and effective operation of the equipment.

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 then current workloads and department needs.

Performance Standards
Safely collect refuse and operate 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; and collect waste in a manner to minimize litter problems.

Minimum Qualifications
High school or GED or any equivalent combination of experience and training which provides the required knowledge, skills and abilities.

Must possess a valid Virginia or North Carolina Commercial Driver’s License.

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 to wear and maintain appropriate personal protective equipment such as, but not limited to, steel toed shoes, hard hats, safety glasses, gloves, or other safety
Knowledge-Skills-Abilities Required to Perform Satisfactorily

A. Knowledge
   1. Knowledge of traffic rules and regulations.
   2. Knowledge of safe waste collection procedures, including lifting procedures, backing policy, and operation of packing mechanism.
   4. Knowledge of applicable waste collection regulations.

B. Skills
   1. Skill in the operation of the packing and dumping systems of the rear loader vehicle.
   2. Skill in the operation of waste collection rear loader vehicles under all types of weather conditions.

C. Abilities
   1. Ability to follow written and verbal instructions.
   2. Ability to drive safely.
   3. Ability to climb up and down waste collection equipment repetitively.
   4. Ability to lift weights in excess of 50 pounds for extended periods during work shift.
   5. Ability to make minor repairs and adjustments to equipment.
   6. Ability to read maps and computerized work orders.
   7. Ability to navigate to and within a designated route.
   8. Ability to work well with others.

Working Conditions

The below stated 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 (PCN) level.

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.

| Physical Requirements: Physical refers to the requirement for physical exertion and coordination of limb and body movement. |
| Requires medium to heavy work that involves walking, standing, stooping, jumping, stretching, or lifting all of the time; exerting up to 75 pounds of force on a regular and recurring basis; and exceptional skill, adeptness, and speed in the use of fingers, hands, or limbs in tasks involving very close tolerances or limits of accuracy. |

| Mental Requirements: Mental refers to the degree that the job involves cognitive activities, and use of mental processes. |
| Performs manual tasks requiring a wide range of procedures and requiring intensive understanding of a |
restricted field or complete familiarity with the functions of a unit or small division of an operating agency; requires normal attention with short periods of concentration for accurate results or occasional exposure to unusual pressure.

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<tr>
<th>Environmental Conditions:</th>
<th>Environmental refers to job conditions inherent to the job setting, including those that may lead to injury or health hazards even though precautions have been taken.</th>
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<tbody>
<tr>
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<td>The job may risk exposure to extreme heat and/or cold, bright/dim light, dusts and pollen, wet or humid conditions, extreme noise levels, vibration, fumes and/or noxious odors, traffic, moving machinery, electric shock, animals/wildlife, and disease/pathogens.</td>
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<th>Sensory Requirements:</th>
<th>Sensory refers to hearing, sight, touch, taste, and smell required by the job.</th>
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<td>The job requires normal visual acuity, depth perception, and field of vision, hearing, speaking, sense of smell, and depth perception.</td>
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