

**City of Dunedin, Florida**  
Class Description

**Position Title: Sanitation Associate III**  
Public Works Department  
Sanitation & Recycling Division

**GENERAL STATEMENT OF JOB**

Under direct supervision, operates solid waste vehicles for the collection and transport of solid waste materials on assigned daily route. Performs related work as required. Reports to the Sanitation Manager and/or Foreman,

**SPECIFIC DUTIES AND RESPONSIBILITIES**

**ESSENTIAL JOB FUNCTIONS**

***The duties recorded below are representative of the duties of the class and are not intended to cover all the duties performed by incumbent(s) of any particular position.***

Proficiently and independently drives and operates a solid waste CDL vehicle on assigned residential and/or commercial routes and utilizes the work management system to document the work.

Performs manual labor in the collection, disposal, and handling of solid waste, garbage, and recycling materials within the City; maintains cleanliness and operational success of the City and its facilities.

Performs debris removal, salvage, and demolition tasks for the various projects occurring within the City; removes unwanted material while adhering to safety regulations; pushes and pulls large garbage containers and operates vehicles with hydraulics for assistance.

Cleans and processes recycling materials that are collected within the City; cleans and maintains the Solid Waste yard and recycling sites, and various workstations; sorts through recycling material for clean products and disposes of refuse or solid waste material.

Manually collects solid waste and refuse material for residents and commercial owners using solid waste services; uses heavy equipment to pick up bins and deposit refuse into truck.

Cleans, washes, and maintains trucks and equipment for next day use; identifies issues of repair or maintenance with vehicles and ensures all routine maintenance occurs.

Wears safety apparel and follows all safety protocols and policies.

Works with other staff and collaborates as part of a team; communicates and engages professionally and courteously with other workers and the general public. Receives and responds to public inquiries regarding department activities.

Distributes door hangers and other information as required when issues arise.

Responds to and assists with cleanup efforts after special events, natural disasters and storms as directed. Irregular hours may be involved due to weather, equipment failures and maintenance of daily schedules.

Attends meetings, training sessions, workshops, and professional development activities to maintain and enhance job knowledge and skills.

### **ADDITIONAL JOB FUNCTIONS**

***While the following tasks are necessary for the work of the unit, they are not an essential part of the purpose of this position and may also be performed by other unit members.***

Performs related duties as required.

### **MINIMUM TRAINING AND EXPERIENCE**

Requires a high school diploma or GED equivalent supplemented by three years of experience in waste collection.

An equivalent combination of education, training and experience that provides the required knowledge, skills and abilities may be considered.

### **SPECIAL REQUIREMENTS**

Requires three years of verifiable driving experience in the operation of three or more commercial waste collection vehicle types requiring a Florida Commercial Driver's License (CDL) Class B.

Must possess a valid Florida Class "B" CDL driver's license and appropriate endorsements.

After the completion of one (1) year employment with the City of Dunedin as a Sanitation Associate I or a Sanitation Associate II, with one hundred sixty (160) hours of independent operation of all three (3) following heavy equipment types: auto-side

loader, front-loader, rear-loader/claw truck used in the collection and transportation of solid waste, trash, yard waste, or recycled materials.

A minimum of eighty (80) hours of operation of all three (3) heavy equipment job functions is required in each subsequent year to maintain Sanitation Associate III classification.

This position is Category B for the purposes of Dunedin Emergency Management. The incumbent may be required to be onsite/available as scheduled during times of emergency as declared by the City/County Commission or City Manager. May be assigned to work a variety of schedules, including compulsory work periods in special, emergency, and/or disaster situations.

### **HEAVY EQUIPMENT REQUIREMENTS**

**Roll-Off & Container / Ancillary Service Area, Claw Truck / Residential Yard & Bulk Waste, Rear-Loader / Residential Yard & Bulk Waste, Automated Side-Loader / Residential Trash, Front-loader / Commercial:** Climbing in and out of the truck numerous times a day, driving, sitting, stooping, walking, lifting pulling, pushing, servicing dumpsters, automated containers, open top containers, and compact containers, etc. Examples include picking up trash, retrieving containers from hoppers, opening and closing gates and equip doors numerous times daily, rolling out containers on wheels, climbing up and down from cab, and raking up debris. Ability to work in confined spaces when connecting and disconnecting the hoist lift cable, hoses and electrical cables is required.

### **PERFORMANCE INDICATORS**

**Knowledge of Job:** Has knowledge of the methods, procedures and policies of the City of Dunedin as they pertain to the performance of essential duties of the Sanitation Associate III. Has the ability to comprehend, interpret and apply regulations, procedures and related information. Is able to aid co-workers as required. Has knowledge of the standard tools, materials and practices of the trade. Has skill in the care and use of required tools and equipment. Is able to make minor repairs and adjustments to equipment. Clearly understands any occupational hazards and adheres to all safety precautions inherent in performing the essential functions of the work. Is able to perform job duties in an uncomfortable physical environment as required. Has knowledge of basic mathematics. Is skilled in applying a responsible attention to detail as necessary in preparing reports and records. Is able to read and interpret various materials pertaining to the responsibilities of the job. Is able to use independent judgment in performing routine tasks. Has the ability to learn and utilize new skills and information to improve job performance and efficiency. Knows how to perform duties in a courteous manner and with the utmost integrity in the best interest of the public.

## **PERFORMANCE APTITUDES**

**Data Utilization:** Requires the ability to arrange, compare, count, differentiate, measure and /or sort data and/or information. Includes judging whether readily observable characteristics are similar to or divergent from prescribed standards, procedures or routines.

**Human Interaction:** Requires the ability to comply with specific instructions or orders, and respond to simple requests from others and interact appropriately with the public.

**Equipment, Machinery Tools and Materials Utilization:** Requires the ability to operate, maneuver and/or control the actions of equipment, machinery, tools and/or materials used in performing essential functions.

**Verbal Aptitude:** Requires the ability to use a variety of reference data and information. Has the ability to speak, write, and understand the English language.

**Mathematical Aptitude:** Requires the ability to perform addition, subtraction, multiplication and division.

**Functional Reasoning:** Requires the ability to carry out detailed but uninvolved written or oral instructions. Involves routine work according to clearly prescribed standard practices, with some latitude for independent judgment.

**Situational Reasoning:** Requires the ability to exercise the judgment required in situations characterized by repetitive or short-cycle operations covered by set procedures or sequences.

## **ADA COMPLIANCE**

**Physical Ability:** Tasks involve the ability to exert very heavy physical effort in very heavy work conditions, typically involving some combination of sitting, standing, walking, climbing, balancing, stooping, kneeling, crouching and crawling, and some lifting, carrying, pushing and/or pulling of heavy objects and materials (up to 50 pounds) and occasionally heavier items (50 pounds or over).

**Sensory Requirements:** Some tasks require visual and auditory perception and discrimination as well as oral communications ability.

**Environmental Factors:** Tasks require exposure to adverse weather conditions, extreme temperatures, wetness/humidity, noise extremes, strong odors, smoke/dust/pollen/dirt, machinery hazards, traffic hazards, disease/pathogens, vibrations, etc.

*The City of Dunedin is an Equal Opportunity Employer. In compliance with the Americans with Disabilities Act, the employer will provide reasonable accommodations to qualified individuals with disabilities and encourages both prospective and current employees to discuss potential accommodations with the employer.*

*Juganne Bartlett*

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**Public Works Director**

1/23/26

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**Date**