



TRUTH OR CONSEQUENCES NEW MEXICO

505 Sims St, Truth or Consequences, NM 87901
Human Resources | 575-740-7554 | www.torcnm.org

Job Description Position

Position Title: Collector/Driver

Department: Solid Waste

Reports To: Solid Waste Supervisor

Pay Grade: NE4

FLSA Status: Non-Exempt

Updated: 02/26/2026

General Purpose

A collector/driver's primary purpose is to oversee the safe, orderly, and compliant disposal of waste and recyclables at the transfer station, which includes directing traffic, enforcing environmental regulations, and separating materials to maximize recycling, all while remaining in compliance with environmental and Department of Transportation (DOT) regulations.

Supervision Received / Given

Works under the general supervision of the Solid Waste Director or others assigned. This position does not exercise supervisory authority.

Duties and Responsibilities:

- Operate refuse trucks, dump trucks, roll-off trucks, and related sanitation vehicles.
- Perform relief driving for regular route drivers during absences or peak workload periods.
- Assist with residential, commercial, and bulk waste collection routes.
- Operate hydraulic packers, container lifts, and tipping mechanisms.
- Transport waste and recyclables to landfill or transfer facilities.
- Assist with landfill operations, tipping floor operations, and material handling as assigned.
- Operate baling equipment and assist with recyclable material processing.
- Assist residents with material separation and proper disposal procedures.
- Perform random load inspections for prohibited materials.
- Wash, fuel, grease, and inspect vehicles and equipment daily.
- Perform minor preventive maintenance and report mechanical issues.
- Assist with emergency debris removal, storm cleanup, and disaster response.
- Follow all safety rules, traffic laws, and City sanitation regulations.



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- Maintain professional public relations with residents and businesses.
- Perform related duties as assigned.

Education and Experience:

- High School Diploma or GED.
- One (1) year of vehicle operation or solid waste operations experience preferred.

Knowledge, Skills, and Abilities:

- Knowledge of sanitation vehicle operation and safety procedures
- Knowledge and ability of traffic laws and right-of-way safety
- Knowledge and ability of operating truck and/or equipment
- Ability to safely operate large vehicles in residential and commercial areas.
- Ability to learn or perform basic maintenance or repair on equipment as assigned
- Ability to maintain pleasant working relationships with supervisors, co-workers, and the public
- Ability to follow oral and written instructions
- Ability to communicate effectively in both written and oral English
- Ability to recognize hazardous and prohibited materials
- Ability to distinguish the kinds of refuse materials that may be picked up
- Ability to work with computers and computer programs
- Ability to work independently and as part of a team
- Must be able to use sound judgment, logic, and experience to make proper decisions
- Must have good knowledge of city streets and alleys.
- Must be able to prioritize and organize own tasks as well coordinate with others

Required Licenses and Certifications

- Valid New Mexico Class A Commercial Driver's License (CDL) or ability to obtain within six (6) months of hire.
- New Mexico Solid Waste Certification or ability to obtain within one (1) year of hire.
- Ability to read and understand Solid Waste Bureau Rules and Regulations.
- Must successfully pass pre-employment drug testing.
- Must successfully pass a background investigation and be free of disqualifying conditions.



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Equipment, Tools, Materials:

- Refuse trucks, roll-off trucks, dump trucks, balers, compactors, radios, hand tools, shovels, brooms, grease guns, and PPE.
- worker handles various types of waste, recyclable materials, pitchfork, hoe, rake, and shovels
- Will need to operate trash trucks and/or heavy equipment as assigned.

Work Environment:

- Outdoor work in extreme heat, cold, wind, rain, dust, and muddy conditions
- Exposure to loud noise, vibration, fumes, odors, and sharp objects
- Exposure to cuts, bruises, dog bites, diseases, hazardous materials, insects, and dead animals
- Exposure to unpleasant odors
- Work performed on uneven, wet, or slippery surfaces
- Work is normally performed during the daylight hours, but could require some duties to be performed in the darkness.
- Emergencies may require working outside the normal work shift, including weekends, and holidays.
- Drivers may be called in to cover another driver's shift.

Physical Functions:

- Frequent lifting, pushing, pulling, bending, climbing, kneeling, crouching, and twisting
- Ability to lift and carry up to 100 pounds with assistance
- Prolonged standing, walking, and climbing in and out of vehicles
- Continuous use of hands, arms, legs, vision, and hearing
- Must be able to sit for an estimated 4-10 hours total per workday.
- Must be able to stand and/or walk for an estimated 4-8 hours total per workday.
- Must be able to reach arms away from body or overhead on an occasional basis. Must be able to extend arms to perform job duties on an occasional basis. Must be able to work with arms bent for up to 8 hours per workday.
- Must be able to push or pull with arms with a force in excess of 50 pounds of pressure.
- Must be able to lift up to 40 pounds from floor to waist level and from waist level to overhead on a frequent basis. Must be able to carry up to 40 pounds on a frequent basis.
- Must be able to use legs and feet in order to operate heavy equipment and drive trash trucks.
- Must be able to use hands to grasp/manipulate various objects in a bilaterally coordinated manner.
- Must have eyesight and hearing sufficient to safely operate heavy equipment. Must be able to use visual abilities to accurately assess amounts and types of trash that is being collected. Must be able to coordinate the use of eyes and hands in duties such as operating heavy equipment.



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Selection Guidelines:

Selection will be based on a formal application, rating of education and experience, oral interview(s), reference and background checks, and job-related testing where applicable. The successful candidate may need to pass a pre-employment physical examination, drug screening, psychological evaluation, or skills assessment as required for the position. Final selection will be made by the City in accordance with established policies and procedures.

Equal Opportunity Statement:

The City of Truth or Consequences is an Equal Opportunity Employer. We are committed to providing fair and equal employment opportunities to all qualified individuals regardless of race, color, religion, sex (including pregnancy, gender identity, and sexual orientation), national origin, age, disability, genetic information, veteran status, or any other protected status under applicable federal, state, or local laws. We value diversity and encourage all qualified individuals to apply.

Employees Name (Print)

Employee Signature

Date

I understand that this is a uniformed full-time position in compliance with the Fair Labor Standards Act (FLSA).