Oneida County

Technician

Solid Waste

Oneida County is now hiring a Solid Waste Technician position with the Solid Waste Department.

SUMMARY OF JOB DUTIES:
This position operates and maintains heavy equipment, a baler system, waste compactors and other equipment. This position is responsible for composting operations, grounds, building and equipment maintenance and upkeep, monitoring and recording information for onsite systems, directing and assisting customers, overseeing the recycling drop-off area, preparing hazardous waste for shipment, basic mechanic duties, snow removal and providing backup to other positions in the department. ***Excellent training provided.***

EXPERIENCE AND QUALIFICATIONS:
Required:
- High school degree or equivalent, with courses in English, Math and Industrial Sciences.
- Must have at least one year experience in equipment operation, working in solid waste site or recycling center or closely related work experience.

Additional skills required/desired:
- Knowledge of and the ability to operate heavy equipment and provide necessary maintenance
- Ability to prepare and maintain accurate records and reports.
- General building maintenance and repair abilities.
- Knowledge of and willingness to follow all safety rules and procedures.
- Ability to evaluate situations and make good independent decisions based on County policy, practices, rules, and/or procedures.

WORK HOURS: This full-time position works weekdays, Monday through Friday and every other Saturday. Position works half days on Fridays on the weeks they are not required to work Saturday. Some schedule flexibility is provided as needed.

WAGES AND BENEFITS: Starting 2026 wage of $23.57 to $24.91 based on skills and experience. Position offers excellent benefit package which includes affordable health insurance, cash incentives for waiving health coverage, WI Retirement System benefits and generous PTO (Paid Time Off) with the ability to carryover unused PTO hours into future years.

HOW TO APPLY: Complete job description and ***required*** Oneida County application is available at www.oneidacountywi.gov. For more information or to receive a paper application, please call 715-369-6299. Completed applications should be emailed to KLPayne@oneidacountywi.gov or mailed to Oneida County Labor Relations Employee Services, Courthouse, P.O. Box 400, Rhinelander, WI 54501.

Deadline to apply is Thursday, November 19, 2026 at 9:00 AM.

Oneida County is an Equal Opportunity Employer

Oneida County
Job Description

Job Title: Solid Waste Operator I / Technician
Department: Solid Waste
Reports To: Solid Waste Director
FLSA Status: Nonexempt
Wage Schedule: Non-Exempt, Grade G
Job Code: 4416
Prepared By: Lisa Bauknecht, Solid Waste Director
Prepared Date: October 2026
Approved By: Jenni Lueneburg, Human Resources Director
Approved Date: October 2026

SUMMARY The employee performs duties under the general supervision of the Solid Waste Director. Work is varied and requires working in all types of weather conditions.

ESSENTIAL DUTIES AND RESPONSIBILITIES include the following. Other duties may be assigned.

- Operates and maintains heavy equipment including front- end loaders, tractor, window turner, semi-tractor, walking floor trailers, skidsteer and forklift.
- Assists in monitoring on-site leachate and lysimeter tanks recording levels and calling for hauling services; maintains leachate, lysimeter and pump station areas and components; performs maintenance and systems in a confined space environment; measures methane and oxygen concentrations and discharge gas volumes; balances oxygen concentrations in gas extraction wells; maintains measuring meters and devices.
- Maintains recycling drop-off area; maintains and operates a baler system.
- Operates a waste compactor.
- Responsible for grounds upkeep including litter picking, fencing installation and maintenance, and seeding and mulching.
- Directs customers, spot-checking loads for banned materials.
- Conducts building maintenance as required.
- Weighs and packages hazardous waste material for shipment.
- Assist in compost operations including building/turning windrows and blending finished product.
- Have knowledge of greasing trucks and equipment; day-to-day maintenance.
- Operates/maintains a hook truck dumping garbage and recycling.
- Has some knowledge of mechanics and truck maintenance.
- Acts as backup to other positions at the department as necessary.
- Operates snow removal equipment and removes snow as necessary.
- Any other duty as assigned.

QUALIFICATIONS To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed below are representative of the

knowledge, skill, and/or ability required. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

- Ability to operate a calculator and gas meter.
- Ability to maintain accurate and complete records and to prepare reports.
- General maintenance and repair abilities.
- Knowledge of and ability to operate heavy equipment and provide necessary maintenance.
- Knowledge of and willingness to follow all safety rules and procedures.

EDUCATION and/or EXPERIENCE

- High School degree with courses in English, Math, and Industrial Sciences.
- Must have at least one year work experience in equipment operation, working in a solid waste site or recycling center or closely related work experience.

LANGUAGE SKILLS

- Ability to communicate both orally and in writing.
- Fluent in English.

MATHEMATICAL SKILLS

- Knowledge of general math.

REASONING ABILITY

- Ability to evaluate situations and make good independent decisions based on County policy, practices, rules, and/or procedures.

CERTIFICATES, LICENSES, REGISTRATIONS

- Valid Wisconsin Driver's License and good driving record.
- Ability to obtain a Certified Site Operator under NR524 after hire.

PHYSICAL DEMANDS The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

- Ability to move around a Solid Waste Site including climbing, bending, twisting, and walking.
- Ability to work in extremes weather and in unpleasant conditions.
- Ability to stand for extended periods of time and lift up to 80 pounds.

WORK ENVIRONMENT The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

Work is performed on a refuse and composting site. Outdoor work is subject to all the conditions found in Northern Wisconsin (extreme cold, snow, rain, sun, and wind). In addition, Landfill Operations are inherently messy and odorous. Indoor facility is subject to fluctuations in temperature due to opening and closing of doors.