Job Description

Position:	**MRF Operator I, II**	**FLSA Status:**	**Non-Exempt**
Department:	**MRF**	**FTE:**	**Full Time**
Reports to:	**MRF Manager, MRF Supervisor**	**Revised:**	**January 2026**

DEFINITION:
Under general supervision, incumbents in this position operate a variety of equipment in support of recycling operations of the Materials Recovery Facility (MRF) to sort, separate, and load materials for recycling and disposal.

DISTINGUISHING CHARACTERISTICS:
This series specification includes three levels of MRF Equipment Operator classification responsible for the skilled operation of various heavy equipment to process materials in the MRF. The duties of the MRF Equipment Operator I-II are similar. The distinguishing characteristic between the two levels is that the level II employee is responsible for the operation of specialized equipment, requiring a Class A Commercial California Drivers' License. The Sr. MRF Equipment Operator is the highest level in the series. Incumbents are expected to perform all functions related to the use of the following equipment:

MRF Operator I
Forklift
Loader
Baler
Excavator

MRF Operator II
Forklift
Loader
Excavator
Tractor Trailer – Class A license required.
Roll-Off Truck - Class A license required.

ESSENTIAL FUNCTIONS:
The following duties are typical of this classification and are intended only to describe the various types of work that may be performed, the level of technical complexity of the assignment(s) and are not intended to be an all-inclusive list of duties. The omission of a specific duty statement does not exclude it from the position if the work is consistent with the concept of the classification or is similar or closely related to another duty statement to address business needs and changing business practices. To perform this job successfully, an individual must be able to perform each essential function satisfactorily.

- Must be able to regularly work near or around high-powered magnets, as there are six such magnets inside the MRF building, which prohibit persons with pacemakers to be near or around them.
- Operate a forklift, loaders, sweepers, and other equipment to sort, load, transfer, transport, compact and otherwise process materials for recycling and disposal.
- Performs equipment safety checks and inspections and reports equipment issues in accordance with department protocols.
- Suggest changes in working conditions and use of equipment to increase efficiency of operations.
- Operates a steam pressure washer to wash equipment and a variety of hand tools and power-driven equipment, as needed.
- Assist customers with loading materials, as needed.
- Perform maintenance assignments as assigned to support efficiency of MRF operations.
- Perform a variety of heavy physical labor and semi-skilled tasks to sort and separate retrievable materials from disposal materials, as needed.
- Adhere to an assigned work schedule and meet ReGen attendance standards.
- All ReGen positions require the employee to provide good customer service to both internal and external customers, maintain positive and effective working relationships with other ReGen employees.
- Must always show cooperation and respect to fellow employees and supervisors.
- Assists other departments as needed.
- Other duties as assigned.

SUPERVISORY RESPONSIBILITIES

None

QUALIFICATIONS

Knowledge of:

- Methods, tools, equipment, and materials used in maintenance, repair, and construction work.
- Procedures and operational requirements for the skilled operations of the various heavy equipment used in the Materials Recovery Facility.
- Safe work practices and methods.
- Operation of conveyors, belts, and shaker screens.

Ability to:

- Use hand and power tools skillfully.
- Perform heavy physical labor requiring strength, dexterity, and agility.
- Operate forklift, loaders, excavators, sweepers, and roll-off trucks or other MRF heavy equipment.
- Meet ReGen performance and safety standards.
- Understand and carry out oral and written directions.
- Speak, read, and write English at the level required for successful job performance.
- Establish and maintain cooperative working relationships.
- Support the goals and objectives of ReGen.
- Apply sound judgment in a variety of circumstances with or without specific instructions.
- Ability to work safely without presenting a threat to self or others.

TRAINING, EDUCATION AND EXPERIENCE

Any combination of training and experience which demonstrates possession of and competency in requisite knowledge and abilities would be qualifying. A typical way to obtain the required knowledge and abilities would be:

Education and Experience:

High School Diploma or GED is desired for all class levels. Class II requires some experience operating heavy equipment and drivers' license requirements.

License or Certificate:

MRF Equipment Operator I – Possession of a California Drivers' License (Class C), required. Forklift Operations Certification required.

MRF Equipment Operator II – Minimum of a California Commercial Driver's License (Class B) required. Ability to obtain Class A Commercial California Drivers' License within six (6) months of hire date or promotion.

PHYSICAL AND SENSORY REQUIREMENTS:
The physical and mental demands described here are representative of those that must be met by employees to successfully perform the essential functions of this class. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

Physical Demands
Sit for 3-4 hours at a time while bouncing inside the cab of heavy equipment; constant turning of neck from side to side and behind both shoulders while operating heavy equipment; occasionally stand and walk on flat and uneven surfaces, steps and ladders; occasionally bend at waist to pick up or sort materials from ground; frequently lift, pull, push and/or move up to 50 pounds; vision sufficient to read printed material and/or manuals, depth perception and peripheral visions to see surrounding areas while operating heavy equipment, visual color discrimination; hearing sufficient to conduct in person and telephone conversations; physical agility to push/pull, squat, crouch, kneel, twist, turn, bend at waist, stoop and reach overhead; physical mobility sufficient to move about the MRF and ReGen grounds; manual dexterity and hand-eye coordination sufficient to use operate heavy equipment; write, use telephone, computer, business machines and related equipment.

Mental Demands
While performing the duties of this class, employees are regularly required to use oral communication skills; read and interpret data, information, and documents; work in noisy environment with high activity; learn and apply new information or skills; perform detailed work on multiple, concurrent tasks with constant interruptions; work under deadlines and interact with all levels of ReGen management and personnel, and the public.

Work Environment
Normally work is performed in both indoor and outdoor environments; occasionally will be exposed to varying temperatures; regular exposure to dirt, dust, fumes, grease, oil, noise, garbage, foul odors; moderate exposure to electrical current and energy; constantly works around moving vehicles and equipment; constant contact with staff and the public.

ACKNOWLEDGEMENT

I verify that I have received a copy of the job description and I understand the requirements of this position.

Employee Name (Print) **Date**

Employee Signature