

WORCESTER COUNTY JOB OPPORTUNITIES

- DEPARTMENT:** DEPARTMENT OF PUBLIC WORKS – SOLID WASTE
- JOB TITLE:** RECYCLING UTILITY MECHANIC I
- COMPENSATION:** GRADE 10/STEP 4 \$18.67 HOURLY/\$38,834 ANNUALLY-
GRADE 10/STEP 10 \$21.48 HOURLY/\$44,678 ANNUALLY
*BASED ON EXPERIENCE
- WORK LOCATION:** WORCESTER COUNTY SOLID WASTE, 7091 CENTRAL SITE LANE,
NEWARK, MD
- WORK SCHEDULE:** 7:30AM TO 4:00PM MONDAY TO FRIDAY; SOME SATURDAY WORK
REQUIRED
**SUBJECT TO CALL BACK WITH LITTLE TO NO NOTICE

APPLICATION PERIOD: UNTIL FILLED

JOB SUMMARY: Under general supervision, operates heavy equipment used in the daily operation of the landfill. Performs various maintenance and construction duties in the recycling building and throughout the landfill.

GENERAL REQUIREMENTS

- Pre-employment background check
- Safety-sensitive position requiring Drug & Alcohol Testing
- Essential personnel subject to emergency call-back with little or no notice
- Possession of a valid driver's license and driving record with less than 4 points (MD)

ESSENTIAL JOB DUTIES AND RESPONSIBILITIES

- Conducts daily operational inspections and repairs to the bailer and conveyor belt in the recycling building
- Performs general maintenance on the bailer (including daily greasing)
- Performs preventative and routine maintenance on vehicles, tools and other equipment (Including daily greasing)
- Makes minor repairs to vehicles and equipment and assists the vehicle mechanic with major repairs
- Participates in the daily upkeep of the recycle building
- Operates/rides on the Recycle Truck and assists with off-site recycle pick-up at locations other than the landfill (Government Center, etc.)
- Works on the Recycling line as needed
- Participates in safety-related training as required
- Knowledge of proper safety procedures and PPE utilization at all times to perform job-related duties
- Completes assigned tasks accurately and by established deadlines.
- Cross-trains and backs up other staff as needed

- Establishes and maintains harmonious working relationships with co-workers, elected or appointed officials, and the general public using tact, discretion, sound judgment, and professionalism
- Complies with safety programs, procedures training, fire drills, COOP plans, etc. and works safely
- Ensures confidentiality of information and records and complies with record retention schedule
- Adheres to the Worcester County Government Personnel Rules & Regulations
- Performs other related duties as required

QUALIFICATIONS AND SKILLS

- High school diploma or GED equivalent
- Possession of a valid driver's license and driving record with less than 4 points (MD)
- Knowledge of the operation and functions of the tools and equipment used in the maintenance/repair of machinery in the recycling building
- Ability to follow verbal and written instructions; keep records and logs; complete written forms; and to communicate effectively with the public and coworkers
- Ability to apply acquired knowledge to increasingly varied and complex tasks
- Ability to perform manual physical labor including frequent walking, bending, stooping, lifting and carrying heavy objects up to 50 lbs., and the operation of vehicles, tools, and equipment
- Knowledge of safety procedures

SAFETY ANALYSIS

(Rarely (<5% of the time), Occasional (5-25% of the time), Frequent (25-75% of the time); Constant (<75% of the time)

Very Heavy work; Constant viewing and lifting over 20lbs; Frequent talking, hearing, carrying, pushing, pulling, lifting and moving of objects over 50lbs; Occasionally over 80lbs. Known hazards include risks associated with impacts, heat, chemicals, and sharp objects; work in extreme and/or inclement weather conditions. Work areas frequently encountered include open ditches, trenches, bridges, overpasses, open water, heavy machinery, excessive noise and vehicular traffic.

Worcester County Government Benefits Information

Worcester County Government offers its employees a comprehensive benefits package, including medical, dental, and vision insurance, paid time off, holidays, retirement plans, and much more! To learn more details about our full range of benefits, please view our Benefits Guide at [Worcester_Guide_2025.pdf](#).

Paid Time Off

Full time employees can accrue up to 248 hours of paid time off in the first year of employment starting on the first full pay period. This includes up to 80 hours of vacation, up to 120 hours of sick, and up to 48 hours of personal leave. The accrual for vacation increases after 6 years and 11 years. Unused vacation and sick leave can be rolled over annually as outlined in the policy details. Full time employees are granted 14 paid holidays in calendar year 2025.

Medical Benefits

Full time employees are eligible for medical, dental, vision, flexible spending account(s), and AFLAC voluntary plans on the first day of the month after date of hire. Please visit our on-line Benefits Guide at the link above for additional details about the plans, co-pays, and premiums.

Full time employees are eligible for county paid life insurance and long-term disability insurance on the first day of the month following six months of employment.

Retirement

All employees budgeted for 500 hours, or more will automatically participate in Maryland State Retirement effective on the date of hire, if not already retired from a Maryland State Retirement system. All employees are eligible to participate in a deferred compensation plan that offers pre-tax and ROTH contribution options. The county provides a \$1 for \$1 match of employee's contributions up to a maximum of \$1,000 per fiscal year as outlined in the plan documents.

Part Time Employees

Part time employees are eligible to participate in the deferred compensation plan on the first day of the month after date of hire. Part time employees are eligible to earn 1 hour for every 30 hours worked of sick leave (up to 64 hours). Sick leave can be taken after a 106-day waiting period.

Extras for All Employees

All employees are eligible to use the Fitness Room at the Worcester County Recreation Center at no cost. All employees have access to an Employee Assistance Program that provides telephone consultations and up to 3 face-to-face visits per year. All employees are eligible for SECU credit union membership.

For more information, please view our Benefits Guide at jobs.worcestermd.gov or call Human Resources at 410-632-0090.