

Why Work Here?

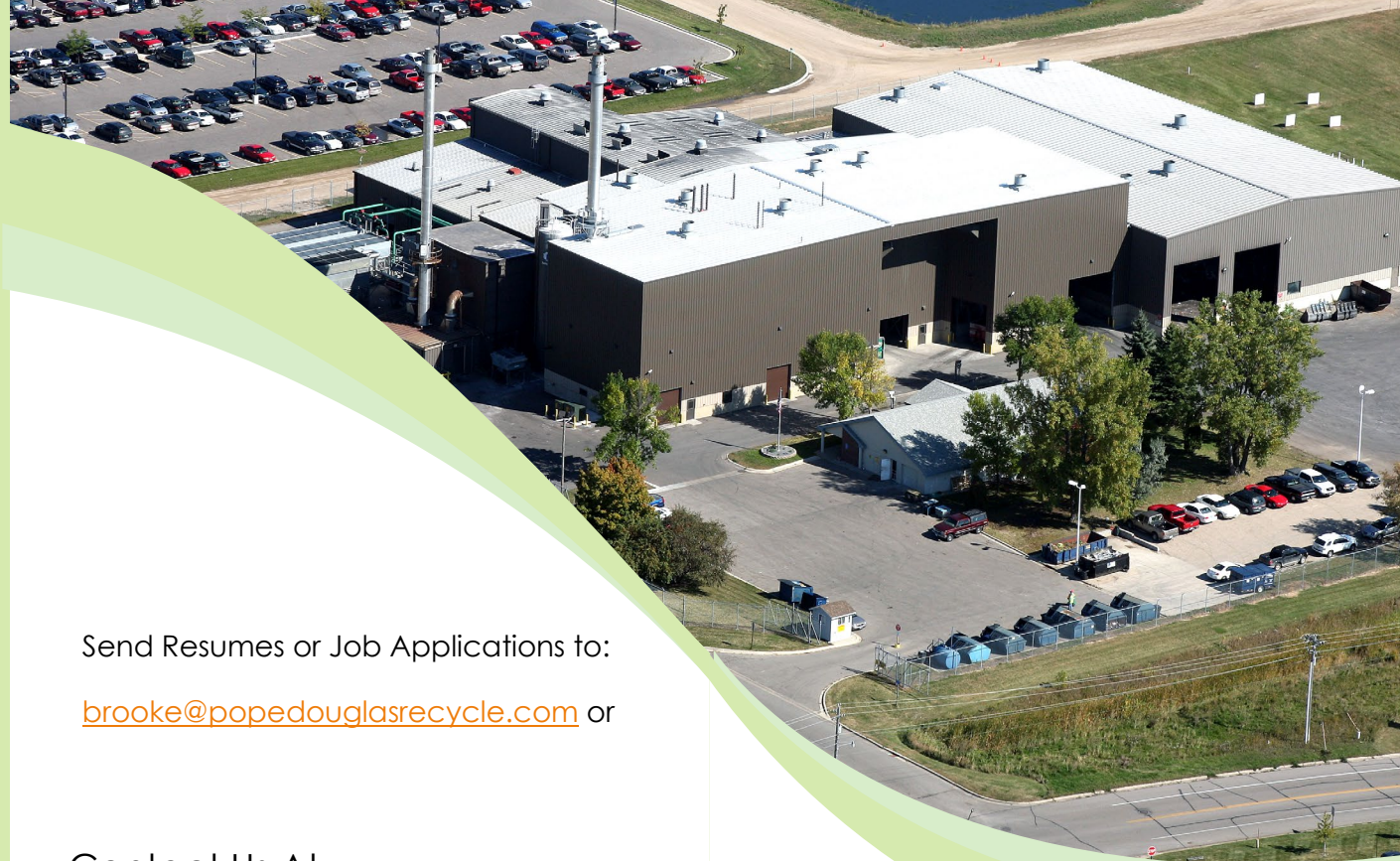
Pope/Douglas Solid Waste Management wants our employees to succeed both at work and through life.

We offer opportunities that others can't, including:

- Meaningful Work
- Public Service
- Competitive Pay
- Generous Benefits
- Opportunities for Growth
- Work Stability During Economic Downturn
- Commitment to Your Success

By working in public service, we are a part of something larger than ourselves.

Together, we help people access information and provide services to our community and region.



Send Resumes or Job Applications to:

brooke@popedouglasrecycle.com or

Contact Us At

Pope/Douglas Solid Waste Management

2115 Jefferson Street

Alexandria, MN 56308

www.popedouglasrecycle.com

phone: 320.763.9340

fax: 320.763.9342



Employment Brochure

About Us

Pope/Douglas Solid Waste Management (PDSWM) is a partnership created by Pope and Douglas Counties in 1983. This partnership was created to manage the solid waste stream generated in both counties.

PDSWM operates a Waste to Energy Facility, Material Recycling Facility, Household Hazardous Waste Facility, and Recycling Center.

What We Do

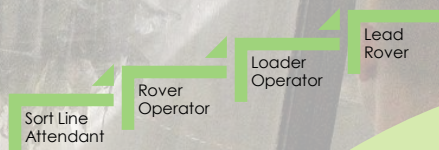
- Collect household hazardous waste from residents from Pope and Douglas County
- Operate a year-round recycling center
- Remove recyclables from the waste stream through our material recycling facility
- Converts the remaining residual waste for energy production
- Turns the energy into steam and provides that steam energy to 3M, Alomere Health, and Alexandria Technical and Community College to use for heating, cooling, and production.
- Produce electricity with excess steam to use in – house

Virtual Tours can be viewed at our website:

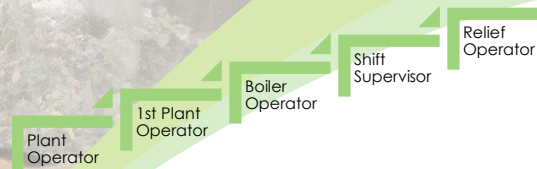
www.popedouglasrecycle.com

Find your next career at Pope/Douglas Solid Waste Management.

Material Recycling Facility Career Path



Operator Career Path



Maintenance Career Path



Many positions only require a high school diploma or equivalent for minimum qualification.

Pope/Douglas Solid Waste Management works with employees to grow to the next step in their career path by providing opportunities for ongoing career education including assisting employees in obtaining boiler licensing.

Full Time Employment Benefits

Retirement – As an employee of Pope/Douglas Solid Waste Management (PDSWM), you are required to enroll in P.E.R.A. (Public Employee's Retirement Association). Participation is mandated for all public employees who meet the requirements of the plan.

Employee Deduction – 6.5%
Employer Contribution – 7.5%

After 5 years of employment with PDSWM you will have what is called a "vested interest" in PERA. That means that no matter when you terminate employment with us or another public employer you have insured a defined benefit upon your retirement. If you terminate public service in less than 5 years you may withdraw your contributions plus interest at that time.

For detailed information visit PERA at www.mnpera.org

Vacation – Employees accrue vacation monthly based on the following schedule:
0 – 5 years – 80 hours per year;
6 – 10 years – 120 hours per year;
11 – 20 years – 160 hours per year;
21+ years – 200 hours per year.

Maximum vacation time accumulative is 240 hours.

Sick Leave – Employees are credited with 8 hours of sick leave for each month of service accumulative to 720 hours.

Health Insurance – PDSWM carries group medical insurance with the Public Employee Insurance Program (PEIP). PDSWM does currently apply \$516.16 per month for either single or family coverage. Employees electing family coverage pay an additional \$628.46 per month in 2019. Coverage begins the first day of the month following employment.

Life Insurance – PDSWM provides \$20,000 of life insurance at no expense to the employee. Employees do have the ability to add supplemental insurance at his/her own expense through payroll deduction.

Contact Pope/Douglas Solid Waste Management for additional information on benefits.