

PUBLIC WORKS SUPERVISOR - FACILITIES

Approved: July 2016

FLSA: Non-exempt

Unit: AFSCME



Definition
Under general direction, plans, organizes, assigns, supervises, and reviews the work of facilities maintenance staff within the Public Works Facilities Maintenance Division; supervises, plans, coordinates, and reviews maintenance, repair, installation, alteration, and construction activities of City buildings and facilities; trades areas include carpentry, plumbing, lighting, and electrical trades work to improve, maintain, remodel, and renovate City buildings, facilities, and fixtures; provides responsible technical assistance to the Public Works Superintendent; and performs related work as required.
Supervision received and exercised
Receives general direction from the Public Works Superintendent or assigned manager. Exercises direct and general supervision over technical and maintenance staff.
Class characteristics
This is the full supervisory-level class in the Facilities Maintenance Technician class series. Responsibilities include planning, organizing, supervising, reviewing, and evaluating the work of facilities maintenance staff either directly or through lead workers. Performance of the work requires the use of considerable independence, initiative, and discretion within established guidelines. This class is distinguished from the Public Works Superintendent in that the latter has management responsibility for all public works maintenance services and operations of the City.
Examples of typical job functions (illustrative only)
Management reserves the right to add, modify, change, or rescind the work assignments of different positions and to make reasonable accommodations so that qualified employees can perform the essential functions of the job. <ul style="list-style-type: none">• Plans, organizes, assigns, supervises, and reviews the work of staff responsible for the maintenance, repair, installation, alteration, and construction of City buildings and facilities; administers special projects and programs in area of assignment.• Participates in the development and implementation of goals, objectives, policies, and priorities for facilities maintenance and repair programs; identifies resource needs; recommends and implements policies and procedures, including standard operating procedures.• Evaluates employee performance, counsel's employees, and effectively recommends initial disciplinary action; assists in selection and promotion.• Trains staff in work and safety procedures and in the operation and use of equipment and supplies; implements procedures and standards.• Monitors operations and activities of the facilities maintenance work unit; identifies opportunities for improving service delivery methods and procedures; provides recommendations concerning process changes; reviews with appropriate management staff; implements improvements.• Determines and recommends equipment, materials, and staffing needs for facilities maintenance projects and programs; participates in the annual budget preparation; prepares detailed cost estimates; maintains a variety of records and prepares routine reports of work performance.• Receives, reviews, and evaluates incoming invoices for services and goods; approves payment and assigns budget information for payment.• Plans and lays out facilities maintenance work projects; monitors and controls supplies and equipment; orders supplies and tools as necessary; prepares documents for equipment procurement; participates in the bid process for facilities maintenance and repair projects.• Supervises the safe and proper use, maintenance, and security of and operation of tools, equipment, and vehicles; schedules the service, repair, and replacement of tools and equipment.• Inspects work in progress and completed work of assigned employees and contractors for accuracy, proper work methods and techniques, and compliance with applicable standards and specifications.• Performs the most complex facilities maintenance duties and provides technical assistance to crews.• Coordinates assigned services and activities with those of other divisions and outside agencies.• Provides staff assistance to the Public Works Superintendent; prepares and presents staff reports and other written materials; supervises the preparation and maintenance of related reports, records, and files; ensures the proper documentation of operations and activities.• Oversees safety programs and training for the assigned functional areas and work groups; assists in action planning for safety programs; implements and monitors risk management plans regarding hazardous materials; responds to workers' compensation issues.• Responds to emergency situations as necessary.

- Answers questions and provides information to the public; investigates inquiries, concerns, and complaints; recommends corrective actions to resolve issues.
- Performs other duties as assigned.

Qualifications

Knowledge of

- Principles and practices of employee supervision, including work planning, assignment, review and evaluation, discipline, and the training of staff in work procedures.
- Principles and practices of facilities maintenance program development and administration.
- Principles, practices, equipment, tools, and materials of construction, maintenance, and repair of City facilities and buildings, including carpentry, plumbing, painting, masonry, and mechanical and electrical work.
- Applicable federal, state, and local laws, regulatory codes, ordinances, and procedures relevant to assigned area of responsibility.
- Basic principles and practices of budget development, administration, and accountability.
- Principles and practices of contract administration and evaluation.
- Occupational hazards and safety equipment and practices related to the work.
- Construction mathematics for determining slope, calculating square footage, etc.
- The operation and maintenance of a variety of hand and power tools, vehicles, and power equipment.
- Safe driving rules and practices.
- Modern office practices, methods, and computer equipment and applications.
- English usage, grammar, spelling, vocabulary, and punctuation.
- Techniques for providing a high level of customer service by effectively dealing with the public, vendors, contractors, and City staff.

Ability to

- Participate in developing and implementing goals, objectives, practices, policies, procedures, and work standards.
- Supervise, train, plan, organize, schedule, assign, review, and evaluate the work of staff.
- Organize, implement, and direct assigned maintenance and operations activities.
- Interpret, apply, explain, and ensure compliance with applicable federal, state, and local policies, procedures, laws, and regulations.
- Understand, interpret, and successfully communicate both orally and in writing pertinent department policies and procedures.
- Identify problems, research and analyze relevant information, develop and present recommendations, and justification for solution.
- Perform skilled work in carpentry, plumbing, roofing, painting, mechanical, heating, ventilation, concrete, air conditioning, and electrical trades.
- Develop cost estimates for supplies and equipment.
- Research, analyze, and evaluate new service delivery methods, procedures, and techniques.
- Prepare clear and concise reports, correspondence, procedures, and other written materials.
- Read, and interpret, drawings, blueprints, maps, and specifications.
- Safely and effectively use and operate hand tools, mechanical equipment, power tools, and equipment required for the work; perform routine equipment maintenance.
- Organize and prioritize a variety of projects and multiple tasks in an effective and timely manner; organize own work, set priorities, and meet critical time deadlines.
- Operate modern office equipment including computer equipment and software programs.
- Use English effectively to communicate in person, over the telephone, and in writing.
- Use tact, initiative, prudence, and independent judgment within general policy, procedural, and legal guidelines.
- Establish, maintain, and foster positive and effective working relationships with those contacted in the course of work.

Education and experience

Any combination of training and experience that would provide the required knowledge, skills, and abilities is qualifying. A typical way to obtain the required qualifications would be:

- Equivalent to the completion of the twelfth (12th) grade supplemented by vocational training in one or more trades area.
- Five (5) years of increasingly responsible experience in performing skilled building repair and maintenance duties, two (2) of which should be in a supervisory capacity.

Licenses and certifications
<ul style="list-style-type: none"> • Possession of a valid California Class C driver's license.
Physical demands
<p>Must possess mobility to work in a standard office setting and use standard office equipment, including a computer, and to work in and around City buildings and facilities; strength, stamina, and mobility to perform light to heavy physical work, to work in confined spaces, around machines, to climb and descend ladders, to operate varied hand and power tools and equipment, and to operate a motor vehicle and visit various City and meeting sites; vision to read printed materials and a computer screen; and hearing and speech to communicate in person and over the telephone or radio. The job involves frequent walking in operational areas to identify problems or hazards. Finger dexterity is needed to access, enter, and retrieve data using a computer keyboard or calculator and to operate above-mentioned tools and equipment. Positions in this classification bend, stoop, kneel, reach, and climb to perform work in and inspect work sites. Employees must possess the ability to lift, carry, push, and pull materials and objects weighing up to 80 pounds, or heavier weights with the use of proper equipment.</p>
Environmental elements
<p>Employees partly work in an office environment and partly work in multiple facilities and in the field, and are exposed to loud noise levels, cold and hot temperatures, inclement weather conditions, road hazards, vibration, confining workspace, chemicals, mechanical and/or electrical hazards, and hazardous physical substances and fumes. Employees may interact with upset staff and/or public and private representatives, and contractors in interpreting and enforcing departmental policies and procedures.</p>
Working Conditions
<p>May be required to be on-call and to work various shifts or emergencies on evenings, weekends, and/or holidays.</p>