

RESOLUTION NO. 2015-3469 A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF MOORPARK, CALIFORNIA, ESTABLISHING A REVISED CLASSIFICATION PLAN AND JOB DESCRIPTIONS FOR NON-COMPETITIVE, COMPETITIVE SERVICE, AND HOURLY EMPLOYEES AND RESCINDING RESOLUTION NO. 2015-3434

INFORMATION SYSTEMS ANALYST

*Class specifications are intended to present a descriptive list of the range of duties performed by employees in the class. Specifications are **not** intended to reflect all duties performed within the job.*

DEFINITION

To perform installation, design, configuration, implementation, operation, and maintenance for a variety of personal computer equipment, peripherals and software; to maintain and administer the local area network; and to provide support, technical assistance and training to end users and perform related duties as required. This position is overtime exempt.

DISTINGUISHING CHARACTERISTICS

This is the entry level position in the Information Systems Analyst series. Positions at this level are not expected to function with the same amount of program knowledge or skill level as allocated to the Senior Information Systems Analyst and exercise less independent discretion and judgment in matters related to work procedures and methods. Advancement to the Senior level is based on demonstrated proficiency in performing the assigned functions and supervision responsibilities, and is at the discretion of higher level supervisory or management staff.

SUPERVISION RECEIVED AND EXERCISED

Receives direction from assigned lead supervisor and department head.

May exercise lead worker supervision over technical or clerical staff, administer contracts and monitor performance.

ESSENTIAL AND MARGINAL FUNCTION STATEMENTS--*Essential and other important responsibilities and duties may include, but are not limited to, the following:*

Essential Functions:

1. Assist with activities related to the management and maintenance of the City's information systems, database applications, optical imaging, accounting/finance applications, and office automation applications including but not limited to word processing, electronic mail, databases spreadsheets, graphics, geographical information system (GIS) and telecommunications functions.
2. Assist in making program modifications as necessary to meet user requirements; reviews and modifies programs to correct errors and improve efficiency and cost-effectiveness.

3. Provide responsible staff assistance and support to the assigned lead supervisor and department head.
4. Manage and participate in the development and implementation of goals, objectives, policies, and priorities for assigned programs; recommend and administer policies and procedures.
5. Assists in compiling, integrating and analyzing information gathered from users to select, design or modify computer programs; evaluates third-party vendor software.
6. Assist with training City staff in the procedures, methods and equipment used in information systems technology.
7. Assist with maintaining the citywide hardware/software inventory, including performance of routine cleaning of equipment as required.
8. Maintain routine back-up schedules for all file servers.
9. May serve as liaison for the assigned department with other City departments and outside agencies; assist in resolution of sensitive and controversial issues.
10. May plan, direct, coordinate, and review and provide comments on the work plan for the assigned division; assign work activities, projects and programs; review and evaluate work products, methods and procedures; meet with staff to identify and resolve problems.
11. Monitor and evaluate the efficiency and effectiveness of service delivery methods and procedures.
12. Participate in developing systems test plans; tests programs and procedures during installations to ensure system requirements are being met completely and accurately.
13. Customizes installed software to the specific requirements of the user department.
14. May participate in the development of the City annual budget.
15. Attend and participate in professional group meetings; stay abreast of new trends and innovations in the field of information systems.

Marginal Functions:

1. Serve as emergency response worker as necessary.
2. Perform related duties and responsibilities as required.

QUALIFICATIONS

Knowledge of:

Operational characteristics of information service systems, including hardware and software.
Principles and techniques of programming.
Principles and techniques of computer repair and maintenance.
Principles and practices of systems analysis, programming, and documentation.
Purchasing procedures and practices.
Modern office procedures, methods and equipment.
Methods and techniques of training and instruction.
Principles and techniques used in the design and operation of information systems.
Principles and practices of computer systems analysis and design, including database design and management.
Principles and practices of systems troubleshooting.
Principles and techniques of microcomputer systems, programming and networking.
Pertinent federal, state, and local laws, codes, and regulations.
English usage, spelling, grammar, and punctuation.

Ability to:

Analyze programs, policies and operational needs.
Instruct and train City staff in information systems operations.
Analyze, design, program, and maintain information systems and peripherals.
Analyze data and develop logical solutions to complex computer application and programming problems.
Troubleshoot computer hardware and software problems.
Apply user specifications in performing computer programming.
Make recommendations on selection of information systems and software application packages.
Prepare and present clear and concise administrative technical reports to a variety of City staff and officials.
Analyze problems, identify alternative solutions, project consequences of proposed actions and implement recommendations in support of goals.
Organize work to meet rapidly changing priorities.
Work on multiple concurrent projects with strict deadlines and with frequent interruptions.

- Analyze and define basic user problems and requirements and develop efficient, cost-effective computer applications solutions.
- Communicate clearly and concisely, both orally and in writing.
- Establish and maintain effective working relationships with those contacted in the course of work.
- Maintain mental capacity, which allows the capability of making sound decisions and demonstrating intellectual capabilities.
- Maintain effective audio/visual discrimination and perception to the degree necessary for the successful performance of assigned duties.
- Maintain physical condition appropriate to the performance of assigned duties and responsibilities.
- Perform responsible and difficult administrative work involving the use of independent judgment and personal initiative.

Experience and Training Guidelines:

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

Experience

Equivalent to three years of increasingly responsible information systems related work experience operating, diagnosing, repairing, and maintaining personal computers and assisting with LAN management.

Training

Equivalent to a Bachelor's degree from an accredited college or university with major course work in information systems, computer science, or a closely related field. One year of the education requirement may be substituted with two years of responsible information systems technician work experience.

License or Certificate:

Possession of or ability to obtain and maintain an appropriate, valid California driver's license.

WORKING CONDITIONS

Environmental Conditions:

Office environment; exposure to computer screens.

Physical Conditions:

Essential functions may require maintaining physical condition necessary for sitting for prolonged periods of time; light to medium lifting, carrying, pushing and pulling; reaching; handling; use of fingers; talking; hearing; near acuity.

INFORMATION SYSTEMS MANAGER

*Class specifications are intended to present a descriptive list of the range of duties performed by employees in the class. Specifications are **not** intended to reflect all duties performed within the job.*

DEFINITION

To perform a variety of complex duties in the design, development, testing, management and maintenance of the City's computerized information systems, including maintaining hardware and software configurations and implementing new information systems technology; serving as Local Area Network (LAN) and City Home Page administrator; and providing highly responsible and complex administrative support to the assigned department head. This position is overtime exempt.

SUPERVISION RECEIVED AND EXERCISED

Receives general direction from assigned department head.

Exercises direct and primary supervision over technical and clerical staff, administers contracts and monitors performance.

ESSENTIAL AND MARGINAL FUNCTION STATEMENTS--*Essential and other important responsibilities and duties may include, but are not limited to, the following:*

Essential Functions:

1. Plan, organize, lead, supervise, and monitor programs and activities related to the management and maintenance of the City's information systems, database applications, optical imaging, accounting/finance applications, and office automation applications including but not limited to word processing, electronic mail, spreadsheets, graphics, geographical information system (GIS) and telecommunication functions.
2. Provide responsible staff assistance and support to the assigned department head.
3. Instruct, assist, and train City staff in the procedures, methods and equipment used in information systems technology.
4. Maintain citywide hardware/software inventory; recommend and implement hardware/software upgrades, policies, and procedures for information systems functions.

5. Assist department representatives in researching solutions to hardware and software problems; interface with vendors and contractors concerning software and hardware needs, problems, requirements, applications, pricing and availability; oversee the purchase/installation of hardware and software; and investigate and evaluate system improvements and enhancements.
6. Prepare requests for proposals and/or obtain bids for hardware/software upgrades and professional services.
7. Monitor work activities and information systems security to ensure compliance with established policies and procedures.
8. May administer contract for video broadcast and production services and manage City government channel.
9. Serve as LAN and City Home Page administrator.
10. Manage and participate in the development and implementation of goals, objectives, policies, and priorities for assigned programs; recommend and administer policies and procedures.
11. Monitor and evaluate the efficiency and effectiveness of service delivery methods and procedures; recommend, within City policies and departmental procedures, appropriate service and staffing levels.
12. May plan, direct, coordinate, and review the work plan for the assigned division; assign work activities, projects and programs; review and evaluate work products, methods and procedures; meet with staff to identify and resolve problems.
13. Supervise, train, motivate and evaluate assigned personnel; provide or coordinate staff computer related training; work with employees to correct deficiencies; implement discipline and termination procedures.
14. Participate in the development of the City annual budget, including the forecast of funds needed for staffing, equipment, materials, and supplies; monitor and approve expenditures for division and implement adjustments.
15. May serve as liaison for the assigned department with other City departments and outside agencies; assist in resolution of sensitive and controversial issues.
16. Prepare staff reports and correspondence and present reports at meetings with City officials, employees and others encountered in the course of work; prepare analytical and statistical reports on operations and activities.

17. Attend and participate in professional group meetings; stay abreast of new trends and innovations in the field of information systems.

Marginal Functions:

1. Serve as emergency response worker as necessary.
2. Perform related duties and responsibilities as required.

QUALIFICATIONS

Knowledge of:

Operational characteristics of information service systems, including hardware and software.

Principles and techniques of programming.

Principles and techniques of computer repair and maintenance.

Principles and practices of systems analysis, programming, and documentation.

Principles and practices of contract administration.

Purchasing procedures and practices.

Modern office procedures, methods, and equipment.

Principles and practices of program development and administration.

Principles and practices of municipal budget preparation and administration and financial management information systems.

Methods and techniques of training and instruction.

Principles of supervision, training, and performance evaluation.

Pertinent Federal, State, and local laws, codes and regulations.

English usage, spelling, grammar, and punctuation.

Ability to:

Select, supervise, train, and evaluate support staff.

Manage, direct, and coordinate the work of support staff.

Analyze programs, policies and operational needs.

Instruct and train City staff in information systems operations.

Analyze, design, program, and maintain information systems and peripherals.

Analyze data and develop logical solutions to complex computer application and programming problems.

Troubleshoot computer hardware and software problems.

Make recommendations on selection of information systems and software application packages.

Effectively manage contracts and evaluate the work of contractors.

Develop and administer division goals, objectives and procedures.

Prepare and present clear and concise administrative and technical reports to a variety of City staff and officials.

Analyze problems, identify alternative solutions, project consequences of proposed actions and implement recommendations in support of goals.
Research, develop and prepare ordinances, resolutions, contracts, and technical reports and associated summary data for presentation to City Council and others.
Respond tactfully, clearly, concisely, and appropriately to inquiries from the public, press or other agencies on sensitive issues in area of responsibility.
Operate and use modern office equipment including computer, printers and copiers.
Enter data on a computer at a speed necessary for successful job performance.
Research, analyze, and evaluate new service delivery methods and techniques.
Interpret and apply Federal, State and local policies, laws and regulations.
Communicate clearly and concisely, both orally and in writing.
Establish and maintain effective working relationships with those contacted in the course of work.
Maintain physical condition appropriate to performance of assigned duties and responsibilities.
Maintain mental capacity, which allows the capability of making sound decisions and demonstrating intellectual capabilities.
Maintain effective audio/visual discrimination and perception to the degree necessary for the successful performance of assigned duties.
Perform responsible and difficult administrative work involving the use of independent judgment and personal initiative.

Experience and Training Guidelines:

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

Experience

Six years of increasingly responsible experience in management of information systems, LAN management, and personal computer environments, including three years of supervisory responsibility.

Training

Equivalent to a Bachelor's degree from an accredited college or university with major course work in information systems, computer science, or a closely related field. A Master's degree is desirable.

License or Certificate:

Possession of or ability to obtain and maintain an appropriate, valid California driver's license.

WORKING CONDITIONS

Environmental Conditions:

Office environment; exposure to computer screens.

Physical Conditions:

Essential functions may require maintaining physical condition necessary for sitting for prolonged periods of time; light to medium lifting, carrying, pushing and pulling; reaching; handling; use of fingers; talking; hearing; near acuity.

**INFORMATION SYSTEMS TECHNICIAN I
INFORMATION SYSTEMS TECHNICIAN II**

*Class specifications are intended to present a descriptive list of the range of duties performed by employees in the class. Specifications are **not** intended to reflect all duties performed within the job.*

DEFINITION

To perform installation, configuration, repair, and maintenance for a variety of personal computer equipment, peripherals and software; to assist in maintaining and administering the local area network; and to provide support, technical assistance and training to end users and perform related duties as required. These positions are not overtime exempt. The City has the discretion to make occasional adjustments of the work week, work day or hours for these positions to serve the interest of the City's operation and mission.

DISTINGUISHING CHARACTERISTICS

Information Systems Technician I: This is the entry level position in the Information System Technician series. It is distinguished from the Information Systems Technician II by the performance of more routine tasks and duties assigned to positions within the series including the provision of basic computer support services. Since this position is typically used as a training position, employees may have only limited related work experience. Advancement to the II level is based on demonstrated proficiency in performing the full range of assigned duties and is at the discretion of the City Manager.

Information Systems Technician II: This is a full journey level position in the Information Systems Technician series performing a variety of hardware and software installation, repair and maintenance functions with only occasional instruction or assistance. Positions at this level are distinguished from the Information Systems Technician I level by the performance of the full range of duties as assigned, working independently, applying well developed information systems knowledge, and exercising judgment and intuitive. Work is normally reviewed only on completion and for overall results. This level is distinguished from the Information Systems Analyst by the complexity and diversity of the assignments and by the level of knowledge required to perform the assigned duties. The Analyst may also function as a lead work. This position is normally filled by the advancement from the Information Systems Technician I level, or when filled from the outside, requires prior experience.

SUPERVISION RECEIVED AND EXERCISED

Information Systems Technician I and II

Receives general direction from assigned lead supervisor and department head.

ESSENTIAL AND MARGINAL FUNCTION STATEMENTS--*Essential and other important responsibilities and duties may include, but are not limited to, the following:*

Information Systems Technician I and II

Essential Functions:

1. Assist with activities related to the management and maintenance of the City's information systems, database applications, optical imaging, accounting/finance applications, and office automation applications including but not limited to word processing, electronic mail, spreadsheets, graphics, geographical information system (GIS) and telecommunication functions.
2. Provide responsible staff assistance and support to the assigned lead supervisor and department head.
3. Assist with training City staff in the procedures, methods and equipment used in information systems technology. May revise or prepare operating procedures.
4. Assist with maintaining the citywide hardware/software inventory, including performance of routine cleaning of equipment as required.
5. May assist with researching solutions to hardware and software problems and investigating and evaluating system improvements and enhancements.
6. May assist with LAN and City Home Page administration and maintenance.
7. Maintain routine back-up schedules for all file servers.
8. Responds to inquiries and provides general technical assistance regarding computer/microcomputer systems and programs at the user site.
9. Performs regular cleaning and minor maintenance of printers, tape drives and peripheral equipment; maintains an inventory of computer supplies.

Marginal Functions:

1. Serve as emergency response worker as necessary.
2. Perform related duties and responsibilities as required.

QUALIFICATIONS

Information Systems Technician I and II

Knowledge of:

Operational characteristics of information service systems, including hardware and software.
Principles and techniques of programming.
Principles and techniques of computer repair and maintenance.
Languages used in microcomputer programs.
Principles and practices of systems analysis, programming, and documentation.
Purchasing procedures and practices.
Modern office procedures, methods, and equipment.
Methods and techniques of training and instruction.
Pertinent Federal, State, and local laws, codes and regulations.
English usage, spelling, grammar, and punctuation.

Ability to:

Analyze programs, policies and operational needs.
Instruct and train City staff in information systems operations.
Keep accurate jobs records and write reports using standard office and computer equipment.
Analyze, design, program, and maintain information systems and peripherals.
Analyze data and develop logical solutions to complex computer application and programming problems.
Troubleshoot computer hardware and software problems.
Make recommendations on selection of information systems and software application packages.
Analyze problems, identify alternative solutions, project consequences of proposed actions and implement recommendations in support of goals.
Operate and use modern office equipment including computer, printers and copiers.
Enter data on a computer at a speed necessary for successful job performance.
Interpret and apply Federal, State and local policies, laws and regulations.
Communicate clearly and concisely, both orally and in writing.
Establish and maintain effective working relationships with those contacted in the course of work.

Maintain physical condition appropriate to performance of assigned duties and responsibilities.

Maintain mental capacity, which allows the capability of making sound decisions and demonstrating intellectual capabilities.

Maintain effective audio/visual discrimination and perception to the degree necessary for the successful performance of assigned duties.

Experience and Training Guidelines:

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

Information Systems Technician I

Experience

Equivalent to one year of work experience operating, diagnosing, repairing, and maintaining personal computers.

Training

Equivalent to graduation from high school and completion of specialized information systems/computer operations related course work.

Information Systems Technician II

Experience

Equivalent to two years of work experience operating, diagnosing, repairing, and maintaining personal computers and assisting with LAN management.

Training

Equivalent to graduation from high school and completion of specialized information systems/computer operations related course work.

License or Certificate:

Possession of or ability to obtain and maintain an appropriate, valid California driver's license.

WORKING CONDITIONS

Information Systems Technician I and II

Environmental Conditions:

Office environment; exposure to computer screens.

Physical Conditions:

Essential functions may require maintaining physical condition necessary for sitting for prolonged periods of time; moderate or light lifting, carrying, pushing and pulling; reaching; handling; use of fingers; talking; hearing; near acuity.

INTERN

*Class specifications are intended to present a descriptive list of the range of duties performed by employees in the class. Specifications are **not** intended to reflect all duties performed within the job.*

DEFINITION

To assist with a variety of entry-level administrative support work within the assigned department, including but not limited to research, analysis, program development, and report writing. This position is temporary, hourly, and not overtime exempt.

SUPERVISION RECEIVED AND EXERCISED

Receives immediate supervision from the assigned supervisor and/or lead worker.

ESSENTIAL AND MARGINAL FUNCTION STATEMENTS--*Essential and other important responsibilities and duties may include, but are not limited to, the following:*

Essential Functions:

1. Provide responsible staff assistance and support to the assigned supervisor.
2. Performs research and analysis on administrative and operational matters as directed; prepares written reports to summarize findings; and may make recommendations to supervisor as to appropriate action needed.
3. May be called to provide technical and administrative assistance to resolve citizen inquiries or complaints; may prepare correspondence in the performance of assigned tasks under direction.
4. Performs file maintenance, data entry and generates reports using computer software programs.
5. Participates in the preparation and revision of brochures and other administrative materials; assists with development of educational displays or presentations; may be asked to assist with youth outreach and school presentations.

Marginal Functions:

1. Serve as emergency response worker as necessary.
2. Perform related duties and responsibilities as required.

QUALIFICATIONS

Knowledge of:

Modern office procedures, methods and equipment.
Basic letter writing and basic report preparation techniques.
Principles and procedures of record keeping.
Methods of research and report preparation.
English usage, spelling, grammar, and punctuation.
Proper lifting and carrying techniques

Ability to:

Understand and follow oral and written instructions.
Communicate clearly and concisely, both orally and in writing.
Maintain records and prepare correspondence and reports.
Manage a variety of assignments.
Establish and maintain effective working relationships with those contacted in the course of work.
Maintain effective audio/visual discrimination and perception to the degree necessary for the successful performance of assigned duties.
Maintain mental capacity, which allows for effective interaction and communication with others.
Operate and use modern office equipment including computer, printers and copiers.
Enter data on a computer at a speed necessary for successful job performance.

Experience and Training Guidelines:

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

Experience

Experience working in a local government or public agency environment is desirable.

Training

Equivalent to the completion of twelfth grade supplemented by no less than one year of college classes in business administration, public administration, environmental studies, or a related field.

License or Certificate:

Possession of or ability to obtain and maintain an appropriate, valid California driver's license.

WORKING CONDITIONS

Environmental Conditions:

Office and field environment; travel from site to site; exposure to computer screens; exposure to outside atmospheric conditions, dust and noise; work on slippery or uneven surfaces.

Physical Conditions:

Essential functions may require maintaining physical condition necessary for sitting, standing, bending, kneeling, squatting, or walking for prolonged periods of time; travel to various locations; operating motorized vehicles; medium lifting, carrying, pushing and pulling; climbing; balancing; stooping; reaching; handling; use of fingers; talking; hearing; near and far acuity; depth perception.

IRRIGATION SPECIALIST

*Class specifications are intended to present a descriptive list of the range of duties performed by employees in the class. Specifications are **not** intended to reflect all duties performed within the job.*

DEFINITION

To perform semi-skilled and skilled work related to construction, maintenance and repair of irrigation systems, as well as construction, maintenance and repair of City or landscape assessment district (LMD) streets, streetscapes, median islands, parks, buildings and other City facilities. To participate, lead, and oversee certain assigned projects; to maintain and use a variety of construction machinery and tools; and to perform a variety of technical tasks relative to assigned areas of responsibility. The City has the discretion to make occasional adjustments of the work week, work day or hours worked for this position to serve the interest of the City's operation and mission. This position is not overtime exempt.

DISTINGUISHING CHARACTERISTICS

This is an advanced journey level class in the Maintenance Worker series. In addition to construction, maintenance, and repair of irrigation systems, employees within this class may be required to complete routine tasks assigned to the Maintenance Worker III position. Employees are distinguished from the Maintenance Worker III position by the level of responsibility assumed and the complexity of assigned duties and certain assigned projects, particularly related to irrigation systems. Employees at this level may lead and oversee lower level staff during certain assigned projects. Employees are distinguished from the Senior Maintenance Worker position by the temporary lead worker supervision responsibilities of this position, during occasional implementation of certain assigned projects, in comparison to the Senior Maintenance Worker's regular lead worker supervision responsibilities. Employees at this level are required to be fully trained in all procedures related to irrigation systems and water management techniques, as well as other assigned areas of responsibility.

SUPERVISION RECEIVED AND EXERCISED

Receives direction from supervisory or management staff.

Occasionally performs as lead worker over maintenance staff during project implementation.

Assists supervisor or management staff with monitoring contractor performance, and overseeing irrigation, and landscape installation projects

ESSENTIAL AND MARGINAL FUNCTION STATEMENTS--*Essential and other important responsibilities and duties may include, but are not limited to, the following:*

Essential Functions:

1. Provide responsible staff assistance and support to assigned supervisory staff.
2. Maintain the irrigation systems for streetscapes, parkways, parks, or other facilities.
3. Participate, train, and review the work of staff during certain assigned projects related to irrigation systems in streetscapes, parkways, parks, or other facilities; prepare schedules; lead, oversee and participate in the use and operation of equipment.
4. Ensure the adherence to safe work practices and procedures; instruct workers in the use of all safety equipment; ensure compliance with OSHA regulations.
5. Monitor water usage in parks, streetscapes and other landscaped areas; monitor and adjust the computerized central irrigation system to maximize irrigation efficiency and minimize water use; recommend irrigation modifications; prepare and file reports.
6. Provide support to supervisory or management staff administering maintenance contracts for streets, parkways, parks, buildings or other facilities; conduct inspections; meet with contractors to discuss maintenance issues.
7. Maintain irrigation maintenance records; prepare and file reports.
8. Estimate time, materials, and equipment required for jobs assigned.
9. Prepare detailed project descriptions and obtain cost proposals for material, equipment and project construction; prepare project schedules; coordinate and assist with oversight of the work of consultants and contractors.
10. Evaluate irrigation systems for maintenance and improvements; requisition materials as required; prepare inspection reports.
11. Construct forms, lay and finish concrete on sidewalks, streets, and other related areas; dig ditches; backfill trenches and holes; install drain pipes; perform minor building maintenance.
12. Break and repair concrete and asphalt surfaces; excavate and replace concrete and asphalt surfaces; perform hot patching and sealing of surfaces; shovel and rake asphalt.

13. Set up and take down traffic warning devices and barricades for traffic control.
14. Maintain roadways by removing sand, gravel and debris; clean and maintain storm drains, pipes and catch basins.
15. Operate various maintenance equipment and trucks; clean and maintain equipment.
16. Make recommendations concerning the renovation and installation of new irrigation systems; assists in planning new improvements for parks and other City facilities.
17. Maintain City facilities; repair drinking fountains; paint and repair restrooms; remove graffiti; inspect security lighting.
18. Maintain and repair all irrigation systems in City streetscapes, parks, landscape maintenance districts, or other City facilities. Maintain and program a variety of irrigation controllers, including but not limited to mechanical, solar, battery operated, and radio/computer controlled irrigation systems.
19. Plant trees and shrubs; install new planters.
20. Conduct annual inspection, testing and certification of backflow prevention devices.
21. Respond to public inquiries in a courteous manner; provide information within the area of assignment; resolve complaints in an efficient and timely manner.
22. May perform custodial duties including cleaning restrooms and offices; maintain and clean floors; dust office machines; close buildings.
23. May perform crossing guard duties to escort children and adults across the street in a safe manner after verifying visually and audibly that it is safe to enter the intersection.

Marginal Functions:

1. Serve as emergency response worker as necessary.
2. Perform related duties and responsibilities as required.

QUALIFICATIONS

Knowledge of:

Methods and techniques of irrigation maintenance activities related to area of work assigned.

Working knowledge of a variety of irrigation systems, including but not limited to drip irrigation systems, turf rotors and impact sprays, and shrub rotors and sprays.

Ability to read and understand Irrigation design blueprints and make recommendations based on equipment costs, efficiencies and water saving techniques.

Knowledge of irrigation valves, master valves, flow meters, fertilizer injectors.

Knowledge of evapotranspiration, precipitation (ET_o) rates and irrigation schedules.

Ability to calculate gallons per minute (gpm) and an understanding of water pressure and pressure loss characteristics.

Equipment and tools used in the area of work assigned.

Occupational hazards and standard safety practices.

Use of chemicals, herbicides and fertilizers.

Principles of lead supervision and training.

Ability to:

Lead, organize, and review the work of staff.

Independently perform the most difficult maintenance and repair work in the area of work assigned.

Interpret, explain, and enforce department policies and procedures as they relate to special projects.

Operate a variety of cleaning, maintenance and repair equipment in a safe and effective manner.

Perform a variety of manual tasks for extended periods of time and in unfavorable weather conditions.

Perform heavy manual labor.

Work independently in the absence of supervision.

Lead multiple projects at once.

Understand and follow oral and written instructions.

Communicate clearly and concisely, both orally and in writing.

Establish and maintain effective working relationships with those contacted in the course of work.

Maintain physical condition appropriate to the performance of assigned duties and responsibilities.

Maintain mental capacity, which allows the capability of making sound decisions and demonstrating intellectual capabilities.

Maintain effective audio/visual discrimination and perception to the degree necessary for the successful performance of assigned duties.

Experience and Training Guidelines:

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

Experience

Three years of increasingly responsible experience in the construction, repair and maintenance of irrigation systems for parks, streetscapes, and other facilities.

Training

Equivalent to completion of twelfth grade.

License or Certificate:

Possession of or ability to obtain and maintain an appropriate, valid California driver's license.

Within twelve (12) months of employment, the employee shall obtain and thereafter continuously maintain one or more of the following licenses or certificates, based on department and specific assignments, as determined by the City Manager: Certified Backflow Prevention Device Tester (Ventura County Environmental Health Division); Landscape Irrigation Auditor Course (Irrigation Association); and Class A or B California Driver's License.

WORKING CONDITIONS

Environmental Conditions:

Field environment; exposure to outside atmospheric conditions; exposure to noise, dust, grease, smoke, fumes, gases or other atmospheric conditions that may affect the respiratory system, eyes or skin; work around moving mechanical parts of equipment, tools or machinery; work in high, exposed places.

Physical Conditions:

Essential functions may require maintaining physical condition necessary for sitting, standing or walking for prolonged periods of time; travel to various locations; operating motorized vehicles; medium to heavy lifting, carrying, pushing and pulling; climbing; balancing; stooping; kneeling; crouching; crawling; reaching; handling; use of fingers; talking; hearing; near and far acuity; depth perception; exposure to heat, noise, outdoors, vibration, confined work space, chemicals, dust, explosive materials, mechanical hazards, and electrical hazards.

The additional essential functions for performance of crossing guard duties include repetitive light lifting of a "Stop" sign in a raised position above the head with either arm; clear vision of 20/40 minimum with no color blindness; hearing sufficient to discern approaching vehicles, children, adults, or other moving objects across a frequency range from 500 hertz (Hz) to 3,000 Hz with or without a hearing aid; frequent stepping up and down from a curb; ability to walk a minimum of 70 feet within 12 seconds; and ability to grasp and restrain children from moving into an unsafe area.

**LABORER/CUSTODIAN I
LABORER/CUSTODIAN II
LABORER/CUSTODIAN III**

*Class specifications are intended to present a descriptive list of the range of duties performed by employees in the class. Specifications are **not** intended to reflect all duties performed within the job.*

DEFINITION

To perform custodian duties associated with public use of the City's parks and rental facilities, and perform minor maintenance and repairs to City streets, buildings, and facilities. These positions are temporary, hourly, and not overtime exempt.

DISTINGUISHING CHARACTERISTICS

Laborer/Custodian I – This is the entry-level class in the Laborer/Custodian Worker series. This class is distinguished from the Laborer/Custodian II by the absence of directly related experience and requiring training to complete the more routine tasks and duties assigned to positions within the series.

Laborer/Custodian II – This is the journey level class in the Laborer/Custodian Worker series. This class is distinguished from the Laborer/Custodian III by the performance of the more routine tasks and duties assigned to positions within the series. Employees in this class have some related work experience.

Laborer/Custodian III – This is the advanced journey level class within the Laborer/Custodian Worker series. Employees within this class are distinguished from the Laborer/Custodian II by the performance of the full range of duties as assigned including the more difficult maintenance and custodian tasks. Employees at this level receive only occasional instruction or assistance as new or unusual situations arise, and are fully aware of the operating procedures and policies of the work unit. Positions in this class are flexibly staffed and are normally filled by advancement from the II level, or when filled from the outside, applicants must have prior related experience.

SUPERVISION RECEIVED AND EXERCISED

Laborer/Custodian I and II

Receives immediate supervision from supervisory, management or higher-level staff.

Laborer/Custodian III

Receives general supervision from supervisory, management or higher-level staff.

ESSENTIAL AND MARGINAL FUNCTION STATEMENTS--*Essential and other important responsibilities and duties may include, but are not limited to, the following:*

Laborer/Custodian I, II and III

Essential Functions:

1. Provide responsible staff assistance and support to the supervisor and/or lead worker as assigned.
2. Work weekends, evenings, and holidays as assigned.
3. Monitor park users' compliance with City park rules.
4. Provide security services; unlock, lock, and secure City parks and facilities as required.
5. Perform security checks of buildings and facilities; observe and report unauthorized persons at City facilities.
6. Interact with public in responding to questions, requests, and concerns.
7. Empty and clean trash receptacles; sweep and scrub building floors; vacuum traffic areas; spot clean and shampoo carpets.
8. Dust, polish and clean office furniture, tables, shelves, cabinets and woodwork; dust and wash light fixtures.
9. Hose down ramps, stairwells, or other breezeways; clean interior and exterior windows, blinds and glass doors; clean, disinfect and polish drinking fountains, counter tops and other stainless steel fixtures.
10. Clean, scrub and disinfect break room sinks, floors, and walls; clean and disinfect kitchen appliances and door handles.
11. Scrub, clean, and disinfect lavatory fixtures, floors, walls and showers.
12. Locate and removes graffiti from City property.
13. Perform minor maintenance and repairs to streets, buildings and facilities.
14. Prepare written activity logs.
15. Remove unauthorized signs from City properties.

16. Monitor City parks, streetscapes, streets, buildings, and facilities for hazardous conditions to the public.
17. Set-up tables, chairs and other equipment for daily activities and programs; move and arrange furniture and equipment for special events, rentals, and projects; monitor rentals for compliance with facility rental agreements.
18. Monitor sport organization field activities compliance with use agreements.
19. Respond to public inquiries in a courteous manner.

Marginal Functions:

1. Serve as emergency response worker as necessary.
2. Perform related duties and responsibilities as required.

QUALIFICATIONS

Laborer/Custodian I and II

Knowledge of:

General security procedures for City parks, buildings, and facilities.
General safety procedures for City parks, streets, buildings, and facilities.
Equipment and tools used in the area of work assigned.
Proper lifting and carrying techniques.
Occupational hazards and standard safety practices.
Proper cleaning methods and techniques.
English usage, spelling, grammar and punctuation.

Ability to:

Communicate clearly and concisely, both orally and in writing.
Understand and follow oral and written instructions.
Establish and maintain effective working relationships with community organizations.
Perform medium to heavy lifting and carrying.
Maintain effective audio/visual discrimination and perception to the degree necessary for the successful performance of assigned duties.
Maintain mental capacity, which allows for effective interaction and communication with others.

Laborer/Custodian III

In addition to the qualifications for Laborer/Custodian I and II:

Knowledge of:

Working knowledge of methods, materials, equipment, and tools used in custodial work.
Standard safety practices necessary in the maintenance of buildings and facilities.
Operational characteristics of custodial cleaning equipment.
Safe use and storage of cleaning chemicals.
Safe lifting practices.

Experience and Training Guidelines:

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

Laborer/Custodian I

Experience

One year of experience performing laborer or custodian work is desirable.

Training

Equivalent to the completion of the tenth grade.

Laborer/Custodian II

Experience

No less than two years of related experience performing laborer or custodian work.

Training

Equivalent to completion of the twelfth grade.

Laborer/Custodian III

Experience

No less than three years of related experience performing laborer and/or custodian work.

Training

Equivalent to completion of the twelfth grade.

License or Certificate:

Possession of or ability to obtain and maintain an appropriate, valid California driver's license.

WORKING CONDITIONS

Laborer/Custodian I, II and III

Environmental Conditions:

Field environment; frequent exposure to outside atmospheric conditions; exposure to noise, dust, grease, smoke, fumes, gases, or other atmospheric conditions that may affect the respiratory system, eyes or skin; work around moving mechanical parts of equipment, tools or machinery; work in high, exposed places; work on slippery or uneven surfaces.

Physical Conditions:

Essential functions may require maintaining physical condition necessary for sitting, standing or walking for prolonged periods of time; operating motorized vehicles; medium to heavy lifting, carrying, pushing and pulling; climbing; balancing; stooping; kneeling; crouching; crawling; reaching; handling; use of fingers; talking; hearing; near and far acuity; depth perception; exposure to heat, noise, outdoors, vibration, confined work space, chemicals, dust, explosive materials, mechanical hazards, and electrical hazards.

LABORER/CUSTODIAN IV

*Class specifications are intended to present a descriptive list of the range of duties performed by employees in the class. Specifications are **not** intended to reflect all duties performed within the job.*

DEFINITION

To perform semi-skilled and skilled work in the maintenance and repair of City buildings and facilities, and perform equipment set-up and clean-up responsibilities for programs, rentals, and events. This position is not overtime exempt. The City has the discretion to make occasional adjustments of the work week, work day or hours for this position to serve the interest of the City's operation and mission.

DISTINGUISHING CHARACTERISTICS

This is the advanced journey level class within the Laborer/Custodian series. Employees within this class are distinguished from the hourly, part-time Laborer/Custodian positions by the performance of the full range of duties as assigned, including the most difficult maintenance and repair tasks. Employees at this level receive only occasional instruction or assistance as new or unusual situations arise, and are fully aware of the operating procedures and policies of the work unit. Applicants must have prior experience.

SUPERVISION RECEIVED AND EXERCISED

Receives direction from assigned supervisor or division manager.

ESSENTIAL AND MARGINAL FUNCTION STATEMENTS—*Essential and other important responsibilities and duties may include, but are not limited to, the following:*

Essential Functions:

1. Perform custodial services and basic maintenance of City buildings and facilities.
2. Operate a variety of custodial and maintenance equipment, including power and hand tools, high and low speed floor buffers, carpet cleaners, vacuums and extractors, power sanders, drills, air compressors, paint sprayers, sewer augers, and various tools required for custodial and building maintenance.
3. Troubleshoot and perform minor repairs to buildings, fixtures, and equipment as needed; paint and remove graffiti; inspect security lighting.

4. Empty and clean trash receptacles; sweep and scrub building floors; strip, seal, wax and buff tile floors; vacuum traffic areas; spot clean and shampoo carpets.
5. Dust, polish and clean office furniture, tables, shelves, cabinets and woodwork; dust and wash light fixtures; clean upholstery, sofas and chairs as needed.
6. Hose down ramps, stairwells or other breezeways; clean interior and exterior windows, blinds and glass doors; clean, disinfect and polish drinking fountains, counter tops and other stainless steel fixtures.
7. Clean, scrub and disinfect break room sinks, floors and walls; clean and disinfect kitchen appliances and door handles.
8. Repair and replace minor plumbing fixtures including faucets and dispensers.
9. Scrub, clean, and disinfect lavatory fixtures, floors, walls and showers; clear obstructions from water and sewer lines; repair toilets and leaking faucets.
10. Inventory supplies and equipment and submit re-order recommendations; restock toiletries and supplies; replace burned-out light bulbs; collect recyclable materials.
11. Set up tables, chairs and other equipment for daily activities and programs; move and arrange furniture and equipment for special events, rentals, and projects; monitor rentals for compliance with facility rental permit requirements.
12. Adjust heating and air conditioning thermostats.
13. Replace electrical switches, light fixtures, and ballasts; perform other minor electrical repairs.
14. Repair and adjust locks, doors, and door closers.
15. Perform security checks of buildings and facilities; observe and report unauthorized persons at City facilities.
16. Clean and repair rain gutters; climb ladders, climb onto roofs and under buildings.
17. Assist other staff with facility improvement and maintenance projects.
18. Work afternoons and evening hours; work weekends and holidays as needed.

Marginal Functions:

1. May assist Facilities Technician and Maintenance Worker staff as necessary.
2. Serve as emergency response worker as necessary.
3. Perform related duties and responsibilities as required.

QUALIFICATIONS

Knowledge of:

Working knowledge of methods, materials, equipment, and tools used in custodial work and maintenance and repair of buildings and building facilities.

Occupational hazards and standard safety practices necessary in the maintenance and repair of buildings and building facilities.

Operational characteristics of cleaning equipment and materials.

Safe use and storage of cleaning chemicals.

Safe lifting practices.

Ability to:

Perform a variety of custodial, maintenance, and repair tasks of City buildings and facilities.

Operate power and manual janitorial and maintenance equipment.

Perform minor repairs and maintain equipment.

Troubleshoot mechanical problems.

Identify building and facilities maintenance needs and take corrective actions.

Work independently in the absence of supervision.

Understand and follow oral and written instructions in English.

Communicate clearly and concisely, both orally and in writing.

Prepare and maintain accurate and complete records.

Establish and maintain effective working relationships with those contacted in the course of work.

Perform a variety of heavy manual labor for extended periods of time and in unfavorable weather conditions.

Establish and maintain effective working relationships with those contacted in the course of work.

Maintain physical condition appropriate to the performance of assigned duties and responsibilities.

Maintain mental capacity, which allows for effective interaction and communication with others.

Maintain effective audio/visual discrimination and perception to the degree necessary for the successful performance of assigned duties.

Experience and Training Guidelines:

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

Experience

Three years experience performing custodial, maintenance, and repair work.

Training

Equivalent to the completion of twelfth grade.

License or Certificate:

Possession of or ability to obtain and maintain an appropriate, valid California driver's license.

WORKING CONDITIONS

Environmental Conditions:

Field environment; exposure to outside and inside atmospheric conditions; exposure to noise, heat, dust, grease, smoke, fumes, gases or other atmospheric conditions that may affect the respiratory system, eyes or skin; work around moving mechanical parts of equipment, electrical hazards, tools or machinery; work in high, exposed places; work on slippery or uneven surfaces.

Physical Conditions:

Essential functions may require maintaining physical condition necessary for sitting, standing or walking for prolonged periods of time; operating motorized vehicles; medium to heavy lifting, carrying, pushing and pulling; climbing; balancing; stooping; kneeling; crouching; crawling; reaching; handling; use of fingers; talking; hearing; near and far acuity; depth perception; exposure to heat, noise, outdoors, vibration, confined work space, chemicals, dust, explosive materials, mechanical hazards, and electrical hazards.

MAINTENANCE SPECIALIST

*Class specifications are intended to present a descriptive list of the range of duties performed by employees in the class. Specifications are **not** intended to reflect all duties performed within the job.*

DEFINITION

To perform semi-skilled and skilled work in the construction, maintenance and repair of City streets, streetscapes, parks, buildings or other City facilities. To participate, lead, and oversee certain assigned projects; to maintain and use a variety of construction machinery and tools; and to perform a variety of technical tasks relative to assigned areas of responsibility. The City has the discretion to make occasional adjustments of the work week, work day or hours worked for this position to serve the interest of the City's operation and mission. This position is not overtime exempt.

DISTINGUISHING CHARACTERISTICS

This is an advanced journey level class in the Maintenance Worker series. Employees within this class are required to complete the routine tasks assigned to the Maintenance Worker III position. Employees are distinguished from the Maintenance Worker III by the level of responsibility assumed and the complexity of duties for certain assigned projects. Employees at this level perform the most difficult and responsible types of duties assigned to classes within this series, including leading and overseeing lower level staff during certain assigned projects. Employees are distinguished from the Senior Maintenance Worker position by the temporary lead worker supervision responsibilities of this position, during occasional implementation of certain assigned projects, in comparison to the Senior Maintenance Worker regular lead worker supervision responsibilities. Employees at this level are required to be fully trained in all procedures related to assigned areas of responsibility.

SUPERVISION RECEIVED AND EXERCISED

Receives direction from supervisory or management staff.

Occasionally performs as lead worker over maintenance staff during project implementation.

Assists supervisor or management staff with monitoring contractor performance.

ESSENTIAL AND MARGINAL FUNCTION STATEMENTS--*Essential and other important responsibilities and duties may include, but are not limited to, the following:*

Essential Functions:

1. Provide responsible staff assistance and support to assigned supervisory staff.
2. Maintain streets, parkways, parks, buildings or other City facilities.
3. Participate, train, and review the work of staff during certain assigned projects related to City streets, parkways, parks, buildings or other City facilities; prepare schedules; lead, oversee and participate in the use and operation of equipment.
4. Ensure the adherence to safe work practices and procedures; instruct workers in the use of all safety equipment; ensure compliance with OSHA regulations.
5. Monitor water usage in parks, streetscapes and other landscaped areas; monitor and adjust the City's central irrigation system to maximize irrigation efficiency and minimize water use; recommend irrigation modifications; prepare and file reports.
6. Provide support to supervisory or management staff administering maintenance contracts for City streets, parkways, parks, buildings or other City facilities; conduct inspections; meet with contractors to discuss maintenance issues.
7. Maintain operation records; prepare and file reports.
8. Estimate time, materials, and equipment required for jobs assigned.
9. Prepare detailed project descriptions and obtain cost proposals for material, equipment and project construction; prepare project schedules; coordinate and assist with oversight of the work of consultants and contractors.
10. Evaluate City parks for maintenance and safety improvements; requisition materials as required; prepare inspection reports.
11. Construct forms, lay and finish concrete on sidewalks, streets, and other related areas; dig ditches; backfill trenches and holes; install drain pipes; perform minor building maintenance.
12. Break and repair concrete and asphalt surfaces; excavate and replace concrete and asphalt surfaces; perform hot patching and sealing of surfaces; shovel and rake asphalt.
13. Set up and take down traffic warning devices and barricades for traffic control.

14. Maintain roadways by removing sand, gravel and debris; clean and maintain storm drains, pipes and catch basins.
15. Operate various maintenance equipment and trucks; clean and maintain equipment.
16. Install and maintain irrigation systems; install, repair, and maintain water meters; read water meters in parks and other landscaped areas.
17. Conduct playground inspections; backfill sand as needed; install new playground equipment; perform playground equipment inspections and prepare reports.
18. Maintain and grade ball fields; install new ball field equipment.
19. Maintain City facilities; repair drinking fountains; paint and repair restrooms; remove graffiti; inspect security lighting, operate and maintain HVAC systems.
20. Maintain traffic signs; replace parking and street signs.
21. Plant trees; install new planters.
22. Conduct annual inspection, testing and certification of backflow prevention devices.
23. May perform custodial duties including cleaning restrooms and offices; maintain and clean floors; dust office machines; close buildings.
24. May perform crossing guard duties to escort children and adults across the street in a safe manner after verifying visually and audibly that it is safe to enter the intersection.

Marginal Functions:

1. Respond to public inquiries in a courteous manner; provide information within the area of assignment; resolve complaints in an efficient and timely manner.
2. Serve as emergency response worker as necessary.
3. Perform related duties and responsibilities as required.

QUALIFICATIONS

Knowledge of:

Operations and activities of a maintenance program within the area of assignment.
Methods and techniques of maintenance activities related to area of work assigned.
Equipment and tools used in the area of work assigned.
Occupational hazards and standard safety practices.
Use of hazardous chemicals, herbicides and fertilizers.
Principles of lead supervision and training.
English usage, spelling, grammar, and punctuation.

Ability to:

Lead, organize, and review the work of staff.
Independently perform the most difficult maintenance and repair work in the area of work assigned.
Interpret, explain, and enforce department policies and procedures as they relate to special projects.
Operate a variety of cleaning, maintenance and repair equipment in a safe and effective manner.
Perform a variety of manual tasks for extended periods of time and in unfavorable weather conditions.
Perform heavy manual labor.
Work independently in the absence of supervision.
Lead multiple projects at once.
Understand and follow oral and written instructions.
Communicate clearly and concisely, both orally and in writing.
Establish and maintain effective working relationships with those contacted in the course of work.
Maintain physical condition appropriate to the performance of assigned duties and responsibilities.
Maintain mental capacity, which allows the capability of making sound decisions and demonstrating intellectual capabilities.
Maintain effective audio/visual discrimination and perception to the degree necessary for the successful performance of assigned duties.

Experience and Training Guidelines:

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

Experience

Three years of increasingly responsible experience in the maintenance and repair of parks, streetscapes, and other City facilities.

Training

Equivalent to completion of twelfth grade.

License or Certificate:

Possession of or ability to obtain and maintain an appropriate, valid California driver's license.

Within twelve (12) months of employment, the employee shall obtain and thereafter continuously maintain one or more of the following licenses or certificates, based on department and specific assignments, as determined by the City Manager: Certified Backflow Prevention Device Tester (Ventura County Environmental Health Division); Qualified Playground Inspector (National Playground Safety Institute); and Class A or B California Driver's License.

WORKING CONDITIONS

Environmental Conditions:

Field environment; exposure to outside atmospheric conditions; exposure to noise, dust, grease, smoke, fumes, gases or other atmospheric conditions that may affect the respiratory system, eyes or skin; work around moving mechanical parts of equipment, tools or machinery; work in high, exposed places.

Physical Conditions:

Essential functions may require maintaining physical condition necessary for sitting, standing or walking for prolonged periods of time; travel to various locations; operating motorized vehicles; medium to heavy lifting, carrying, pushing and pulling; climbing; balancing; stooping; kneeling; crouching; crawling; reaching; handling; use of fingers; talking; hearing; near and far acuity; depth perception; exposure to heat, noise, outdoors, vibration, confined work space, chemicals, dust, explosive materials, mechanical hazards, and electrical hazards.

The additional essential functions for performance of crossing guard duties include repetitive light lifting of a "Stop" sign in a raised position above the head with either arm; clear vision of 20/40 minimum with no color blindness; hearing sufficient to discern approaching vehicles, children, adults, or other moving objects across a frequency

range from 500 hertz (Hz) to 3,000 Hz with or without a hearing aid; frequent stepping up and down from a curb; ability to walk a minimum of 70 feet within 12 seconds; and ability to grasp and restrain children from moving into an unsafe area.

**MAINTENANCE WORKER I
MAINTENANCE WORKER II
MAINTENANCE WORKER III**

*Class specifications are intended to present a descriptive list of the range of duties performed by employees in the class. Specifications are **not** intended to reflect all duties performed within the job.*

DEFINITION

To perform semi-skilled and skilled work in the construction, maintenance and repair of City streets and streetscapes, parks, City buildings or other facilities. These positions are not overtime exempt. The City has the discretion to make occasional adjustments of the work week, work day or hours for these positions to serve the interest of the City's operation and mission.

DISTINGUISHING CHARACTERISTICS

Maintenance Worker I--This is the entry-level class in the Maintenance Worker series. This class is distinguished from the Maintenance Worker II by the absence of directly related experience and requiring training to complete the more routine tasks and duties assigned to positions within the series.

Maintenance Worker II--This is the journey level class in the Maintenance Worker series. This class is distinguished from the Maintenance Worker III by the performance of the more routine tasks and duties assigned to positions within the series. Employees in this class may have only limited related work experience.

Maintenance Worker III--This is the advanced journey level class within the Maintenance Worker series. Employees within this class are distinguished from the Maintenance Worker II by the performance of the full range of duties as assigned including the most difficult maintenance tasks. Employees at this level receive only occasional instruction or assistance as new or unusual situations arise, and are fully aware of the operating procedures and policies of the work unit. Positions in this class are flexibly staffed and are normally filled by advancement from the II level, or when filled from the outside, applicants must have prior experience.

SUPERVISION RECEIVED AND EXERCISED

Maintenance Worker I and II

Receives immediate supervision from supervisory, management or higher-level maintenance staff.

Maintenance Worker III

Receives general supervision from supervisory, management or higher-level maintenance staff.

May exercise lead worker supervision over lower-level maintenance staff, temporary staff, administer contracts and monitor performance.

ESSENTIAL AND MARGINAL FUNCTION STATEMENTS—*Essential and other important responsibilities and duties may include, but are not limited to, the following:*

Maintenance Worker I, II and III

Essential Functions:

1. Maintain streets, streetscapes, parks, City buildings or other City facilities.
2. Provide responsible staff assistance and support to assigned supervisory or maintenance staff.
3. Maintain roadways by removing sand, gravel and debris; clean and maintain storm drains, pipes and catch basins.
4. Operate various maintenance equipment and trucks; clean and maintain equipment.
5. Install and maintain irrigation systems; install, repair, and maintain water meters; read water meters in parks and other landscaped areas.
6. Conduct playground inspections; backfill sand as needed; install new playground equipment; inspect and make report of playground equipment condition.
7. Maintain ball fields; disk and roll; install new ball field equipment; perform weed abatement.
8. Maintain City facilities; repair drinking fountains; paint and repair restrooms as needed; repaint all surfaces as needed; remove graffiti; check park telephone operation; inspect security lighting, operate and maintain HVAC systems.
9. Construct forms, pour and finish cement on curbs, gutters, sidewalks, streets, alleys and other related areas.
10. Perform flood control; install storm drainpipes; dig ditches and backfill trenches and holes.

11. Break and repair concrete and asphalt surfaces; excavate and replace concrete, and asphalt surfaces; perform hot patching and sealing on surfaces; shovel and rake asphalt.
12. Set up and take down traffic warning devices and barricades for traffic control.
13. Maintain traffic signs; replace stop, parking, and street signs; perform street stenciling.
14. Sand blast graffiti from City facilities and structures.
15. May perform custodial duties including cleaning restrooms and offices; maintain and clean floors; dust office machines; close buildings.
16. Plant trees; install new planters.
17. May perform crossing guard duties to escort children and adults across the street in a safe manner after verifying visually and audibly that it is safe to enter the intersection.

Marginal Functions:

1. Respond to public inquires in a courteous manner.
2. Serve as emergency response worker as necessary.
3. Perform related duties and responsibilities as required.

QUALIFICATIONS

Maintenance Worker I and II

Knowledge of:

Equipment and tools used in the area of work assigned.
Occupational hazards and standard safety practices.
Safety rules when crossing streets.
Basic first aid methods and techniques.

Ability to:

Learn methods and techniques of general construction, maintenance and repair related to the area of work assigned.

Learn to perform a variety of skilled and semi-skilled maintenance, construction and repair work in the area of work assigned.

Learn to operate a variety of vehicular and stationary mechanical equipment in a safe and effective manner.

Perform a variety of manual tasks for extended periods of time and in unfavorable weather conditions.

Perform heavy manual labor.

Understand and follow oral and written instructions.

Communicate clearly and concisely, both orally and in writing.

Establish and maintain effective working relationships with those contacted in the course of work.

Maintain physical condition appropriate to the performance of assigned duties and responsibilities.

Maintain mental capacity, which allows for effective interaction and communication with others.

Maintain effective audio/visual discrimination and perception to the degree necessary for the successful performance of assigned duties.

Experience and Training Guidelines:

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

Maintenance Worker I

Experience

One year of experience performing maintenance work is desirable.

Training

Equivalent to completion of twelfth grade.

License or Certificate:

Possession of or ability to obtain and maintain an appropriate, valid California driver's license.

Maintenance Worker II

In addition to the qualifications for Maintenance Worker I:

Experience

One year of related experience performing maintenance work is desirable.

Training

Equivalent to completion of twelfth grade.

License or Certificate:

Possession of or ability to obtain and maintain an appropriate, valid California driver's license.

Maintenance Worker III

In addition to the qualifications for Maintenance Worker I and II:

Knowledge of:

Methods and techniques of general construction, maintenance, and repair related to the area of work assigned.

Principles of supervision and training.

Ability to:

Perform a variety of skilled and semi-skilled maintenance, construction and repair work in the area of work assigned.

Operate a variety of vehicular and stationary mechanical equipment in a safe and effective manner.

Experience and Training Guidelines:

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

Experience

Two years of related experience performing maintenance work.

Training

Equivalent to completion of twelfth grade.

License or Certificate:

Possession of or ability to obtain and maintain an appropriate, valid California driver's license.

Within twelve (12) months of employment, the employee shall obtain and thereafter continuously maintain one or more of the following licenses or certificates, based on department and specific assignments, as determined by the City Manager: Limited Backflow Prevention Device Tester (Ventura County Environmental Health Department); Qualified Playground Inspector (National Playground Safety Institute); and Class A or B California Driver's License.

WORKING CONDITIONS

Maintenance Worker I, II and III

Environmental Conditions:

Field environment; frequent exposure to outside atmospheric conditions; exposure to noise, dust, grease, smoke, fumes, gases or other atmospheric conditions that may affect the respiratory system, eyes or skin; work around moving mechanical parts of equipment, tools or machinery; work in high, exposed places; work on slippery or uneven surfaces.

Physical Conditions:

Essential functions may require maintaining physical condition necessary for sitting, standing or walking for prolonged periods of time; travel to various locations; operating motorized vehicles; medium to heavy lifting, carrying, pushing and pulling; climbing; balancing; stooping; kneeling; crouching; crawling; reaching; handling; use of fingers; talking; hearing; near and far acuity; depth perception.

The additional essential functions for performance of crossing guard duties include repetitive light lifting of a "Stop" sign in a raised position above the head with either arm; clear vision of 20/40 minimum with no color blindness; hearing sufficient to discern approaching vehicles, children, adults, or other moving objects across a frequency range from 500 hertz (Hz) to 3,000 Hz with or without a hearing aid; frequent stepping up and down from a curb; ability to walk a minimum of 70 feet within 12 seconds; and ability to grasp and restrain children from moving into an unsafe area.

MANAGEMENT ANALYST

*Class specifications are intended to present a descriptive list of the range of duties performed by employees in the class. Specifications are **not** intended to reflect all duties performed within the job.*

DEFINITION

To perform a wide variety of responsible and complex administrative and analytical duties; to oversee assigned administrative processes, procedures and programs; and to provide information and assistance to the public regarding assigned programs and services. This position is overtime exempt.

SUPERVISION RECEIVED AND EXERCISED

Receives direction from various management staff.

Exercises functional and technical supervision over technical and clerical staff, administers contracts and monitors performance.

ESSENTIAL AND MARGINAL FUNCTION STATEMENTS--*Essential and other important responsibilities and duties may include, but are not limited to, the following:*

Essential Functions:

1. Assume direct responsibility for monitoring and administering assigned program areas; assist in assigned administrative support functions including budget; may direct the work activities of assigned clerical and technical personnel or other subordinate staff; participate in employee selection; prioritize and coordinate work assignments; review work for accuracy.
2. Provide responsible staff assistance and support to assigned management staff and department or program area.
3. Assist in developing and implementing operational, administrative, program, and other policies and procedures; assist in contract negotiations; prepare employee evaluations.
4. Analyze the preparation and administration of assigned budget(s); assist in maintaining and monitoring of appropriate budgeting controls; prepare various financial reports as required.
5. Collect, compile, and analyze complex information from various sources on a variety of specialized topics related to assigned programs; prepare reports which

present and interpret data, and identify alternatives; make and justify recommendations.

6. Assist in administering maintenance and service contracts; develop requests for proposals; conduct research on specifications.
7. Participate in the drafting and implementation of department goals, policies and procedures.
8. Receive and respond to complaints and questions from the general public; review problems and recommend corrective actions; prepare summary reports as required.
9. Participate in special projects and studies including complex research of new programs and services, budget analysis and preparation, and feasibility analyses; prepare and present reports.
10. Assist in preparation of ordinances and other supporting program documents; assist in preparing and monitoring program grants and related proposals.
11. Prepare comprehensive technical records and analytical reports pertaining to assigned area of responsibility; conduct research and comprehensive data collection efforts to support analysis.
12. Assist in developing and design departmental, operational and administrative procedures or forms as required.
13. Participate in various committees; attend and participate in professional group meetings.
14. Make oral and written presentations to the City Council, staff, the public and professional groups.

Marginal Functions:

1. May serve as a liaison with public and private organizations, community groups and other social organizations; make presentations as required.
2. May draft press releases, newspaper articles, public service announcements and newsletters.
3. May participate in contract administration with outside consultants and developers.
4. Serve as emergency response worker as necessary.

5. May perform or assist in preparation of program and employee performance evaluations.
6. Perform related duties and responsibilities as required.

QUALIFICATIONS

Knowledge of:

Principles of mathematics and statistics.
Principles of supervision and training.
Principles and practices of budget administration.
Principles and practices of contract administration.
Methods of research, program analysis, and report preparation.
Policies and procedures of the assigned department.
Public relations techniques.
Principles and procedures of accounting and procurement practices.
English usage, spelling, grammar, and punctuation.
Modern office procedures, methods, and equipment.
Research, analytical techniques and the public policy development theory.
Federal, State and local laws, codes and regulations.

Ability to:

Perform complex administrative and analytical activities for assigned programs.
Independently perform administrative and analytical activities in the area of work assigned.
Understand the organization and operation of the assigned department and outside agencies as necessary to assume assigned responsibilities.
Interpret and apply administrative and departmental policies and procedures.
Effectively manage contracts and evaluate the work of contractors.
Research, analyze, and evaluate programs, policies, and procedures:
Analyze problems, identify alternative solutions, project consequences of proposed actions and implement recommendations in support of goals.
Research, develop and prepare ordinances, resolutions, contracts, and technical reports and associated summary data for presentation to City Council and others.
Prepare clear and concise reports.
Operate and use modern office equipment including computer, printers and copiers.
Enter data on a computer at a speed necessary for successful job performance.
Research, analyze, and evaluate new service delivery methods, procedures and techniques.
Research and prepare effective grant proposals.
Independently prepare correspondence and memoranda.
Communicate clearly and concisely, both orally and in writing.

Respond tactfully, clearly, concisely and appropriately to inquiries from the public, press or other agencies on sensitive issues in area of responsibility.

Establish and maintain effective working relationships with those contacted in the course of work.

Maintain mental capacity, which allows the capability of making sound decisions and demonstrating intellectual capabilities.

Maintain effective audio/visual discrimination and perception to the degree necessary for the successful performance of assigned duties.

Maintain physical condition appropriate to the performance of assigned duties and responsibilities.

Perform responsible and difficult administrative work involving the use of independent judgment and personal initiative.

Experience and Training Guidelines:

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

Experience

Three years of increasingly responsible administrative and analytical experience preferably within a local government environment.

Training

Equivalent to a Bachelor's degree from an accredited college or university with major course work in public administration, business administration or a related field.

License or Certificate:

Possession of or ability to obtain and maintain an appropriate, valid California driver's license.

WORKING CONDITIONS

Environmental Conditions:

Office environment; occasional field environment; exposure to computer screens.

Physical Conditions:

Essential functions may require maintaining physical condition necessary for sitting for prolonged periods of time; light lifting, carrying, pushing and pulling; reaching; handling; use of fingers; talking; hearing; near acuity.

**OFFICE ASSISTANT I
OFFICE ASSISTANT II
OFFICE ASSISTANT III**

*Class specifications are intended to present a descriptive list of the range of duties performed by employees in the class. Specifications are **not** intended to reflect all duties performed within the job.*

DEFINITION

To perform a wide variety of responsible, clerical duties in support of department and division staff; to participate in office support functions; to operate a switchboard and direct calls to appropriate staff; and to provide customer service to the public regarding City policies, procedures and programs. These positions are not overtime exempt.

DISTINGUISHING CHARACTERISTICS

The Office Assistant I is the entry-level class. Since this class is typically used as a training class, employees may have only limited work experience.

The Office Assistant II is the journey-level class in the Office Assistant series, and is distinguished from the Office Assistant I by the performance of the more routine clerical tasks and duties assigned to positions within the series. As experience is gained, a wider variety of duties may be performed, but employees within this class do not have the advanced journey level skills.

The Office Assistant III is the advanced journey level class within the Office Assistant series. Employees within this class are distinguished from the Office Assistant I and II by the performance of the full range of duties assigned to positions within the series, and would typically have public sector experience. Work assignments are generally more complex than those assigned to an Office Assistant I or II, and employees within this class have a higher level of clerical skills training and competence and require less instruction or assistance as new or unusual situations arise.

SUPERVISION RECEIVED AND EXERCISED

Receives general supervision from assigned supervisor with a higher level of supervision required for the Office Assistant I and II.

ESSENTIAL AND MARGINAL FUNCTION STATEMENTS—*Essential and other important responsibilities and duties may include, but are not limited to, the following:*

Office Assistant I, II and III

Essential Functions:

1. Perform typical clerical duties in support of assigned division or department.
2. Provide responsible staff assistance and support to assigned supervisor.
3. As assigned, serve as a receptionist; operate a switchboard and screen all incoming telephone calls; transfer and direct calls to appropriate staff; take messages as necessary.
4. Type and proofread a wide variety of reports, letters, memoranda; tables, charts, logs, receipts, forms, etc., from rough draft or verbal instruction, and prepare and maintain computerized records.
5. Maintain organized and accurate records, files, and databases.
6. Operate standard office equipment, including computer, printers and copiers, scanners and postage machine.
7. Provide customer service to the public on the phone and in person; greet visitors and customers at the counter; refer visitors/customers or phone call to appropriate person or department; respond to standard inquiries of a limited nature; provide information within prescribed policies and procedures.
8. Operate an automobile for the purposes of purchasing supplies, making deliveries, attending offsite training, or similar purposes.
9. Receive, sort and distribute incoming and outgoing mail; arrange for delivery of outgoing packages.
10. Perform purchasing, stocking, re-supply, and simple inventory checking.
11. Place orders with vendors, receive shipments, and verify accuracy of invoices.
12. Receive and record payments for fees, goods, services, fines, and citations; prepare receipts; balance and reconcile payments received and cash drawer.

13. Maintain a calendar of activities, meetings and various events for department staff; coordinate activities with other City divisions or departments, the public and outside agencies; make travel and training arrangements.
14. May assist with the processing and collection of applications, provide information and forms to the public, issue reminder notices for renewals; apply City policies and procedures in reviewing applications, forms, records and reports for completeness.
15. Assist in a variety of department operations; perform special projects and assignments as requested.

Marginal Functions:

1. Serve as emergency response worker as necessary.
2. Perform related duties and responsibilities as required.

QUALIFICATIONS

Office Assistant I, II and III

Knowledge of:

Operations, services and activities of assigned division and department.
Principles and practices of customer service.
Modern office procedures, methods and equipment.
Basic letter writing and basic report preparation techniques.
Principles and procedures of record keeping.
Principles and procedures of filing.
English usage, spelling, grammar and punctuation.
Basic mathematical principles.
Switchboard operating techniques.
Principles of proper phone etiquette.
Basic mathematics.
Cash and credit card handling techniques
Computer functions and related software
English usage, spelling, grammar, and punctuation.

Ability to:

Perform a variety of clerical support services.
Understand and carry out both oral and written directions.
Respond appropriately to citizen inquiries and complaints.
Work independently in the absence of supervision.

Operate and use modern office equipment including computer, printers and copiers, scanners and postage machine.

Type and/or enter data on a computer at a speed necessary for successful job performance.

Work cooperatively with other departments, City officials, outside agencies, and the public.

Communicate clearly and concisely, both orally and in writing.

Establish and maintain effective working relationships with those contacted in the course of work.

Maintain physical condition appropriate to the performance of assigned duties and responsibilities.

Maintain mental capacity, which allows for effective interaction and communication with others.

Maintain effective audio/visual discrimination and perception to the degree necessary for the successful performance of assigned duties.

Experience and Training Guidelines:

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

Office Assistant I

Experience

One year of general clerical experience.

Training

Equivalent to the completion of the twelfth grade; specialized clerical, computer and office software training is desirable.

License or Certificate:

Possession of or ability to obtain and maintain an appropriate, valid California driver's license.

Office Assistant II

Experience

Two years of general clerical experience, including one or more years as an Office Assistant I or equivalent.

Training

Equivalent to the completion of the twelfth grade supplemented by specialized clerical, computer and office software training.

License or Certificate:

Possession of or ability to obtain and maintain an appropriate, valid California driver's license.

Office Assistant III

Experience

Three years of increasingly responsible clerical experience, including two or more years as an Office Assistant II or equivalent. Public sector experience is desirable.

Training

Equivalent to the completion of the twelfth grade supplemented by specialized clerical, computer and office software training.

License or Certificate:

Possession of or ability to obtain and maintain an appropriate, valid California driver's license.

WORKING CONDITIONS

Office Assistant I, II and III

Environmental Conditions:

Office environment; exposure to computer screens.

Physical Conditions:

Essential functions may require maintaining physical condition necessary for sitting for prolonged periods of time; light lifting, carrying, pushing and pulling; kneeling, bending, stooping or reaching; handling; use of fingers; talking; hearing; near acuity.

**PARKS AND FACILITIES SUPERVISOR
LANDSCAPE/PARKS MAINTENANCE SUPERINTENDENT**

*Class specifications are intended to present a descriptive list of the range of duties performed by employees in the class. Specifications are **not** intended to reflect all duties performed within the job.*

DEFINITION

To supervise, assign and review the work of staff or contractors responsible for maintaining the City's parks, facilities, open space, trails, and landscape assessment districts; to administer service contracts and monitor contractor performance; to manage capital projects; resolve customer complaints; coordinate compliance with the City's tree ordinance, including tree permits and to perform a variety of technical tasks relative to assigned areas of responsibility. These positions are overtime exempt.

SUPERVISION RECEIVED AND EXERCISED

Receives direction from the Parks and Recreation Director or Parks and Landscape Manager.

Exercises direct supervision over maintenance, professional, technical, and administrative support staff; administers contracts; and monitors performance.

ESSENTIAL AND MARGINAL FUNCTION STATEMENTS--*Essential and other important responsibilities and duties may include, but are not limited to, the following:*

**Parks and Facilities Supervisor
Landscape/Parks Maintenance Superintendent**

Essential Functions:

1. Plan, prioritize, assign, supervise and review the work of staff and contractors responsible for maintenance, repairs, and improvements for the City's parks, facilities, trails, open space, and Landscape Maintenance Districts; administer service contracts and evaluate the work of maintenance contractors; maintain records documenting maintenance, repairs, and improvements.
2. Provide responsible staff assistance and support to the Parks and Landscape Manager.
3. Manage and participate in the implementation of Parks and Facilities Division's goals and objectives; implement approved policies and procedures.

4. Establish schedules and methods for providing maintenance services; identify resource needs; review needs with appropriate management staff; allocate resources accordingly.
5. Participate in the selection of assigned maintenance staff, supervise, motivate, and evaluate assigned personnel; provide or coordinate staff training; work with employees to correct deficiencies.
6. Administer and oversee a variety of projects and programs as assigned, which may include administration of a capital improvement program for park and recreation projects, streetscapes, trails and open space; maintenance contracts; inspections; and contract management, including meeting with contractors to discuss maintenance issues, and evaluate contractor performance.
7. Monitor water usage in parks, medians, parkways, and other landscaped areas; design and recommend irrigation modifications; monitor herbicide, pesticide and fertilizer use; conduct rodent controls; assess erosion risk.
8. Coordinate, schedule and assign maintenance staff for community center, active adult, recreation and other program and facility rentals; conduct fire and safety inspections; repair deficiencies at City facilities.
9. Oversee building cleaning; maintain HVAC system; maintain security and fire alarms; facilitate office moves and building equipment and furniture relocation; maintain storage inventory.
10. Conduct Citywide backflow inspection; monitor graffiti on City property; maintain equipment inventories.
11. Manage and participate in the development and administration of the park maintenance and improvement and facilities annual budgets; direct the forecast of additional funds needed for staffing, equipment, materials, and supplies; direct the monitoring of and approve expenditures; direct and implement adjustments as necessary.
12. Prepare analytical and statistical reports on operations and activities.
13. Provide assistance to manager on capital improvement project planning and supervision.

Marginal Functions:

1. Attend and participate in technical group meetings; stay abreast of new trends and innovations in the field of parks, landscape maintenance and buildings maintenance.

2. Serve as emergency response worker as necessary.
3. Perform related duties and responsibilities as required.

QUALIFICATIONS

Parks and Facilities Supervisor **Landscape/Parks Maintenance Superintendent**

Knowledge of:

Principles, practices, operations, services and activities of a comprehensive parks and building maintenance and improvement programs.
Principles of supervision, training and performance evaluation.
Principles and practices of irrigation systems and backflow inspection.
Principles and practices of contract administration.
Modern office procedures, methods and equipment.
Purchasing procedures and practices.
Pertinent Federal, State, and local laws, codes and regulations.
English usage, spelling, grammar, and punctuation.

Ability to:

Supervise, organize, and review the work of lower level staff.
Select, supervise, train and evaluate staff.
Effectively manage contracts and evaluate the work of contractors.
Read and interpret complex construction plans, blueprints, specifications and codes.
Interpret and explain City policies and procedures.
Prepare clear and concise comprehensive reports.
Operate and use modern office equipment including computer, printers and copiers.
Enter data on a computer at as speed necessary for successful job performance.
Communicate clearly and concisely, both orally and in writing.
Respond tactfully, clearly, concisely and appropriately to inquiries from the public, press or other agencies on sensitive issues in area of responsibility.
Establish and maintain effective working relationships with those contacted in the course of work including City officials and the general public.
Maintain physical condition appropriate to the performance of assigned duties and responsibilities.
Maintain mental capacity, which allows the capability of making sound decisions and demonstrating intellectual capabilities.
Maintain effective audio/visual discrimination and perception to the degree necessary for the successful performance of assigned duties.
Perform responsible and difficult administrative work involving the use of independent judgment and personal initiative.

Experience and Training Guidelines:

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

Parks and Facilities Supervisor

Experience

Three years of increasingly responsible experience in landscape, parks and building maintenance, including one year of supervisory or lead worker responsibility, preferably in a public agency.

Training

Equivalent to the completion of the twelfth grade supplemented with specialized training in landscape, parks, and building maintenance and contract administration. Two years of college or an Associate's Degree from an accredited college or university is desirable.

Landscape/Parks Maintenance Superintendent

Experience

Five years of increasingly responsible experience in landscape, parks, and building maintenance, including two years of supervisory or lead worker responsibility.

Training

Equivalent to the completion of two years of college or an Associate's Degree from an accredited college or university, supplemented by specialized training in landscape, parks, and building maintenance and contract administration. A Bachelor's degree is desirable. The two years of college education requirement may be substituted with an additional four years of responsible and related work experience.

License or Certificate:

Possession of or ability to obtain and maintain an appropriate, valid California driver's license.

Parks and Facilities Supervisor
Landscape/Parks Maintenance Superintendent

Possession of or ability to obtain and maintain an appropriate, valid California driver's license.

Possession of or ability to obtain and maintain an appropriate, backflow inspector's license.

Possession of or ability to obtain and maintain an appropriate, pesticide applicator's license.

Possession of or ability to obtain and maintain Qualified Playground Safety Inspector Certification.

Possession of, or ability to obtain, an appropriate, arborist certificate.

WORKING CONDITIONS

Parks and Facilities Supervisor
Landscape/Parks Maintenance Superintendent

Environmental Conditions:

Office and field environment; travel from site to site; exposure to computer screens; exposure to outside atmospheric conditions, dust and noise; work on slippery or uneven surfaces.

Physical Conditions:

Essential functions may require maintaining physical condition necessary for sitting, standing or walking for prolonged periods of time; travel to various locations; operating motorized vehicles; medium to heavy lifting, carrying, pushing and pulling; climbing; balancing; stooping; kneeling; crouching; crawling; reaching; handling; use of fingers; talking; hearing; near and far acuity; depth perception.

PARKS AND LANDSCAPE MANAGER

*Class specifications are intended to present a descriptive list of the range of duties performed by employees in the class. Specifications are **not** intended to reflect all duties performed within the job.*

DEFINITION

Under administrative direction, to direct, manage, supervise, and coordinate Parks, Landscape and Facilities Division programs and activities, including maintenance of parks, facilities, open space, trails, and landscape assessment districts; to coordinate assigned activities with other City departments, divisions, and outside agencies; and to provide management support to Parks and Recreation Director. This position is overtime exempt.

SUPERVISION RECEIVED AND EXERCISED

Receives general direction from the Parks and Recreation Director.

Exercises direct and primary supervision over supervisory, professional, technical, and administrative support staff; administers contracts; and monitors performance.

ESSENTIAL FUNCTION STATEMENTS--*Essential responsibilities and duties may include, but are not limited to, the following:*

Essential Functions:

1. Assume management responsibility for Parks, Landscape and Facilities Division operations, services, and activities including preventive maintenance, repairs, and improvements of parks, facilities, open space, trails, and landscape assessment districts; implement and maintain automated maintenance reporting systems.
2. Provide responsible staff assistance and support to the Parks and Recreation Director; prepare and present staff reports and other necessary correspondence.
3. Participate in the development and implementation of goals, objectives, policies, and priorities for Parks and Landscape Division programs; recommend, within Departmental policy, appropriate service and staffing levels.
4. Continuously monitor and evaluate the efficiency and effectiveness of service delivery methods and procedures; recommend, within Departmental policy, appropriate service and staffing levels; monitor and evaluate the efficiency and effectiveness of service delivery methods and procedures; assess and monitor work load, administrative and support systems, and internal reporting relationships;

identify opportunities for improvement and review with the Parks and Recreation, Director; direct the implementation of improvements.

5. Supervise, select, train, motivate, and evaluate assigned personnel; provide or coordinate staff training; work with employees to correct deficiencies.
6. Plan, direct, coordinate, and review the work plan for the Parks, Landscape and Facilities Division; meet with staff to identify and resolve problems; assign work activities, projects, and programs; monitor work flow; review and evaluate work products, methods, and procedures.
7. Manage and participate in the development and administration of the Parks, Landscape and Facilities Division annual and capital improvement budgets; direct the forecast of additional funds needed for staffing, equipment, materials, and supplies; direct the monitoring of and approve expenditures; direct and implement adjustments as necessary.
8. Perform contract administration and supervise and monitor capital and improvement projects; coordinate the preparation of capital and improvement plans and specifications, prepare Request for Proposals, and manage the proposal process; coordinate capital and improvement work with other department and agencies.
9. Respond to and resolve difficult and sensitive citizen inquiries and complaints.

Marginal Functions:

1. Attend and participate in professional group meetings, stay abreast of new trends and innovations in the field of landscape maintenance, construction, and facility maintenance.
2. Serve as emergency response worker as necessary.
3. Perform related duties and responsibilities as required.

QUALIFICATIONS

Knowledge of:

Operational characteristics, services, and activities of a comprehensive municipal parks, landscape, facilities program.

Organizational and management practices as applied to the analysis and evaluation of parks, landscape programs, and facility policies and operational needs.

Modern and complex principles and practices of parks, landscape and facility program development and administration.

Negotiation strategies.

Principles and practices of construction contract administration.

Principles and practices of program development and administration.

Principles and practices of municipal operational and capital improvement budget preparation and administration.

Modern office procedures, methods and equipment.

Principles of supervision, training and performance evaluation.

Park planning and design theory and policies.

Computer functions and related software.

Technical report writing.

Current literature, information sources and research techniques in the field of park planning.

Pertinent Federal, State, and local laws, codes, and regulations.

Safe driving principles and practices.

English usage, spelling, grammar, and punctuation.

Ability to:

Plan, organize, direct and coordinate the work of subordinate staff.

Select, supervise, train and evaluate staff.

Effectively manage professional service, maintenance, and construction contracts and evaluate the work of contractors and consultants.

Delegate authority and responsibility.

Lead and direct the operations, services and activities of assigned areas of responsibilities including one or more divisions of the Department.

Develop and administer division goals, objectives, and procedures.

Prepare clear and concise administrative and financial reports.

Prepare and administer large and complex budgets.

Analyze problems, identify alternative solutions, project consequences of proposed actions and implement recommendations in support of goals.

Operate and use modern office equipment including computer, printers and copiers.

Research, analyze, and evaluate new service delivery methods and techniques.

Interpret and apply Federal, State and local policies, laws and regulations.

Communicate clearly and concisely, both orally and in writing.

Research, develop and prepare ordinances, resolutions, contracts, and technical reports and associated summary data for presentation to City Council and others.

Respond tactfully, clearly, concisely, and appropriately to inquiries from the public, press, or other agencies on sensitive issues in area of responsibility.

Establish and maintain effective working relationships with those contacted in the course of work.

Maintain physical condition appropriate to the performance of assigned duties and responsibilities.

Maintain mental capacity, which allows the capability of making sound decisions and demonstrating intellectual capabilities.

Maintain effective audio/visual discrimination and perception to the degree necessary for the successful performance of assigned duties.
Perform responsible and difficult administrative work involving the use of independent judgment and personal initiative.

Experience and Training Guidelines:

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

Experience

Five years of increasingly responsible experience in administration of parks, facilities, and landscape maintenance programs, including three years of supervisory experience.

Training

Equivalent to a Bachelor's degree from an accredited college or university with major course work in landscape planning, business administration, public administration or a related field. A Master's degree is desirable.

License or Certificate:

Possession of, or ability to obtain, an appropriate, valid California driver's license.

Possession of, or ability to obtain, an appropriate, pesticide applicator's license.

Possession of, or ability to obtain, an appropriate, pesticide advisor's license.

Possession of, or ability to obtain, an appropriate, arborist certificate.

WORKING CONDITIONS

Environmental Conditions:

Office and field environment; exposure to computer screens; exposure to outside atmospheric conditions.

Physical Conditions:

Essential functions may require maintaining physical condition necessary for sitting, standing or walking for prolonged periods of time; travel to various locations; operating motorized vehicles; medium to heavy lifting, carrying, pushing and pulling; climbing;

balancing; stooping; kneeling; crouching; crawling; reaching; handling; use of fingers; talking; hearing; near and far acuity; depth perception.

PARKS AND RECREATION DIRECTOR

*Class specifications are intended to present a descriptive list of the range of duties performed by employees in the class. Specifications are **not** intended to reflect all duties performed within the job.*

DEFINITION

To plan, direct, manage and oversee the activities and operations of the Parks and Recreation Department (herein after, all references to Parks and Recreation Department shall also apply to a Parks, Recreation and Community Services Department if applicable) including the following Divisions: Active Adult Center, Facilities, Lighting & Landscaping Maintenance Assessment Districts, Park Maintenance and Improvement, and Recreation; to coordinate assigned activities with other City departments and outside agencies; and to provide highly responsible and complex administrative support to the City Manager. This position is overtime exempt.

SUPERVISION RECEIVED AND EXERCISED

Receives administrative direction from the City Manager.

Exercises direct and primary supervision over management, supervisory, professional, technical and clerical staff, administers contracts and monitors performance.

ESSENTIAL FUNCTION STATEMENTS--*Essential responsibilities and duties may include, but are not limited to, the following:*

Essential Functions:

1. Assume full management responsibility for all Parks and Recreation Department services, programs, and activities, including all contract administration, development and maintenance of parks; development and provision of recreation services; special event planning, facilities development and maintenance; building security; creation and management of lighting and landscape maintenance assessment districts; landscape maintenance for City-owned property; management of City tree inventory and tree removal permits; management of Active Adult Center and development and provision of active adult/senior citizen services; and Art in Public Places;.
2. Recommend and administer policies and procedures.
3. Provide responsible staff assistance and support to the City Manager.

4. Manage the development and implementation of Parks and Recreation Department goals, objectives, policies, and priorities for each assigned service area.
5. Recommend, within City policy, appropriate service and staffing levels; monitor and evaluate the efficiency and effectiveness of service delivery methods and procedures; allocate resources accordingly.
6. Plan, direct and coordinate, through subordinate level staff and private contractors, the Parks and Recreation Department's work plan; assign projects and programmatic areas of responsibility; review and evaluate work methods and procedures; meet with management staff to identify and resolve problems.
7. Assess and monitor work load, administrative and support systems, and internal reporting relationships; identify opportunities for improvement; direct and implement changes.
8. Select, train, motivate and evaluate Parks and Recreation Department personnel; provide or coordinate staff training; work with employees to correct deficiencies; implement discipline and termination procedures.
9. Oversee and participate in the development and administration of the Parks and Recreation Department budget; approve the forecast of funds needed for staffing, equipment, materials and supplies; approve expenditures and implement budgetary adjustments as appropriate and necessary.
10. Explain and interpret Parks and Recreation Department programs, policies, activities and contracts with private service providers; negotiate and resolve sensitive and controversial issues.
11. Represent the Parks and Recreation Department to other City departments, elected officials and outside agencies; coordinate Department activities with those of other departments and outside agencies and organizations.
12. Provide staff support to a variety of boards, commissions and committees; prepare and present staff reports and other necessary correspondence.
13. Attend and participate in professional group meetings; stay abreast of new trends and innovations in the field of municipal service delivery and privatization.
14. Respond to and resolve difficult and sensitive citizen inquiries and complaints.
15. Other assigned areas of responsibility may include the following: City Library and development and provision of library services; City Arts Center and community

theater programs; solid waste and recycling programs, and vector control and animal control programs and services.

Marginal Functions:

1. Serve as emergency response worker as necessary.
2. Perform related duties and responsibilities as required.

QUALIFICATIONS

Knowledge of:

Principles and practices of facilities and landscape maintenance.

Operations, services and activities of a comprehensive municipal community service delivery program.

Principles and practices of Parks and Recreation and Active Adult/Senior Citizen program administration.

Management skills to analyze programs, policies and operational needs.

Principles and practices of program development and administration.

Methods, equipment, materials, and supplies used in the maintenance and construction of City parks.

Horticulture suitable to the area.

Management skills to analyze programs, policies and operational needs.

Principles and practices of municipal budget preparation and administration.

Principles and practices of contract administration.

Purchasing procedures and practices.

Modern office procedures, methods, and equipment.

Principles of supervision, training, and performance evaluation.

Pertinent Federal, State, and local laws, codes and regulations.

English usage, spelling, grammar, and punctuation.

Ability to:

Plan, organize, direct and coordinate the work of lower-level staff.

Select, supervise, train and evaluate staff.

Delegate authority and responsibility.

Lead and direct the operations, services and activities of the Parks and Recreation Department and assigned service areas.

Effectively manage contracts and evaluate the work of contractors.

Develop and administer departmental goals, objectives, and procedures.

Prepare clear and concise administrative and financial reports.

Prepare and administer large and complex budgets.

Read and interpret plans and specifications.

Operate and use modern office equipment including computer, printers and copiers.

Analyze problems, identify alternative solutions, project consequences of proposed actions and implement recommendations in support of goals.

Research, develop and prepare ordinances, resolutions, contracts, and technical reports and associated summary data for presentation to City Council and others.

Respond tactfully, clearly, concisely, and appropriately to inquiries from the public, press, or other agencies on sensitive issues in area of responsibility.

Research, analyze, and evaluate new service delivery methods and techniques.

Interpret and apply Federal, State and local policies, laws and regulations.

Communicate clearly and concisely, both orally and in writing.

Establish and maintain effective working relationships with those contacted in the course of work.

Maintain physical condition appropriate to the performance of assigned duties and responsibilities.

Maintain mental capacity, which allows the capability of making sound decisions and demonstrating intellectual capabilities.

Maintain effective audio/visual discrimination and perception to the degree necessary for the successful performance of assigned duties.

Perform responsible and difficult administrative work involving the use of independent judgment and personal initiative.

Experience and Training Guidelines:

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

Experience

Seven years of increasingly responsible experience in park administration, recreation, leisure services, landscape maintenance and facilities management and including four years of administrative and supervisory responsibility.

Training

Equivalent to a Bachelor's degree from an accredited college or university with major course work in recreation, leisure services, park administration, landscape architecture, business or public administration or a related field. A Master's degree is desirable.

License or Certificate:

Possession of or ability to obtain and maintain an appropriate, valid California driver's license.

WORKING CONDITIONS

Environmental Conditions:

Office and field environment; exposure to computer screens; exposure to outside atmospheric conditions.

Physical Conditions:

Essential functions may require maintaining physical condition necessary for sitting for prolonged periods of time, standing or walking; travel to various locations; light lifting, carrying, pushing and pulling; reaching; handling; use of fingers; talking; hearing; near acuity.

PLANNING DIRECTOR

*Class specifications are intended to present a descriptive list of the range of duties performed by employees in the class. Specifications are **not** intended to reflect all duties performed within the job.*

DEFINITION

To plan, direct, manage and oversee the activities and operations of the Community Development Department including Planning, Code Compliance and Building and Safety Divisions, and may also oversee Affordable Housing, Economic Development, and Sustainability programs; to coordinate assigned activities with other City departments and outside agencies; and to provide highly responsible and complex administrative support to the City Manager or Assistant or Deputy City Manager. This position is overtime exempt.

SUPERVISION RECEIVED AND EXERCISED

Receives administrative direction from the City Manager or Assistant or Deputy City Manager.

Exercises direct and primary supervision over management, supervisory, professional, technical and clerical staff, administers contracts and monitors performance.

ESSENTIAL FUNCTION STATEMENTS—*Essential responsibilities and duties may include, but are not limited to, the following:*

Essential Functions:

1. Assume full management responsibility for all Community Development Department services and activities including Planning, Code Compliance, and Building Safety Divisions, and all related contracted services; recommend and administer policies and procedures.
2. Provide responsible staff assistance and support to the Assistant or Deputy City Manager.
3. Manage the development and implementation of Community Development Department goals, objectives, policies, and priorities for each assigned service area.
4. Recommend, within City policy, appropriate service and staffing levels; monitor and evaluate the efficiency and effectiveness of service delivery methods and procedures; allocate resources accordingly.

5. Plan, direct and coordinate, through subordinate level staff, the Community Development Department's work plan; assign projects and programmatic areas of responsibility; review and evaluate work methods and procedures; meet with management staff to identify and resolve problems.
6. Assess and monitor work load, administrative and support systems, and internal reporting relationships; identify opportunities for improvement; direct and implement changes.
7. Select, train, motivate and evaluate Community Development Department personnel; provide or coordinate staff training; work with employees to correct deficiencies; implement discipline and termination procedures.
8. Oversee and participate in the development and administration of the Community Development Department budget; manage cost recovery and time accounting efforts; approve the forecast of funds needed for staffing, equipment, materials, and supplies; approve expenditures and implement budgetary adjustments as appropriate and necessary.
9. Explain and interpret Community Development Department programs, policies, and activities; negotiate and resolve sensitive and controversial issues.
10. Represent the Community Development Department to other City departments, elected officials and outside agencies; coordinate Community Development Department activities with those of other departments and outside agencies and organizations.
11. Provide staff assistance to the City Manager; participate on a variety of boards, commissions and committees; prepare and present staff reports and other necessary correspondence.
12. Provide staff support to assigned boards and commissions.
13. Attend and participate in professional group meetings; stay abreast of new trends and innovations in the fields of planning, code compliance, and building and safety.
14. Respond to and resolve difficult and sensitive citizen inquiries and complaints.
15. Provide expertise in application and interpretation of the Zoning Code.
16. Provide regular reports to the City Manager on the status of development applications and code compliance activities.

17. Maintain organized and accurate records, files, and databases for entitlement processing, including key deadlines for action and expiration dates for permits.

Marginal Functions:

1. Serve as emergency response worker as necessary.
2. Perform related duties and responsibilities as required.

QUALIFICATIONS

Knowledge of:

Operations, services and activities of a comprehensive municipal planning, building and safety, and code compliance program.
Reporting and tracking methods for development applications including entitlement review and compliance with conditions of approval.
Reporting and tracking methods for code compliance activities.
Advanced site planning and architectural design techniques and methods.
Management skills to analyze programs, policies and operational needs.
Civil engineering principles and practices.
Geographic information system software.
Negotiation strategies.
Principles and practices of contract administration.
Principles and practices of program development and administration.
Principles and practices of municipal budget preparation and administration.
Purchasing procedures and practices.
Modern office procedures, methods and equipment.
Principles of supervision, training and performance evaluation.
Pertinent Federal, State, and local laws, codes and regulations including California Environmental Quality Act (CEQA).
English usage, spelling, grammar, and punctuation.

Ability to:

Oversee and participate in the management of the Community Development Department activities, including management of the Planning Division and other divisions of the Community Development Department as assigned, including responsibility for administration, development review, long-range and regional planning, environmental review, code compliance, and entitlement processing for development projects.
Plan, organize, direct and coordinate the work of lower level staff.
Select, supervise, train and evaluate staff.
Effectively manage contracts and evaluate the work of contractors.
Delegate authority and responsibility.

- Lead and direct the operations, services and activities of a comprehensive municipal department.
- Identify and respond to community concerns and needs related to departmental matters.
- Develop and administer departmental goals, objectives, and procedures.
- Prepare reports that provide essential management information on the status of development applications and code compliance activities.
- Prepare clear and concise administrative and financial reports.
- Prepare and administer large and complex budgets.
- Analyze problems; identify alternative solutions, project consequences of proposed actions and implement recommendations in support of goals.
- Operate and use modern office equipment including computer, printers and copiers.
- Research, analyze, and evaluate new service delivery methods and techniques.
- Interpret and apply Federal, State and local policies, laws and regulations.
- Communicate clearly and concisely, both orally and in writing.
- Research, develop and prepare ordinances, resolutions, contracts, and technical reports and associated summary data for presentation to City Council and others.
- Respond tactfully, clearly, concisely, and appropriately to inquiries from the public, press, or other agencies on sensitive issues in area of responsibility.
- Establish and maintain effective working relationships with those contacted in the course of work.
- Maintain physical condition appropriate to the performance of assigned duties and responsibilities.
- Maintain mental capacity, which allows the capability of making sound decisions and demonstrating intellectual capabilities.
- Maintain effective audio/visual discrimination and perception to the degree necessary for the successful performance of assigned duties.
- Perform responsible and difficult administrative work involving the use of independent judgment and personal initiative.

Experience and Training Guidelines:

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

Experience

Six years of increasingly responsible experience in municipal administration, including three years of administrative and supervisory responsibility.

Training

Equivalent to a Bachelor's degree from an accredited college or university with major course work in urban planning, engineering, business administration, public administration or a related field. A Master's degree is desirable.

License or Certificate:

Possession of or ability to obtain and maintain an appropriate, valid California driver's license.

WORKING CONDITIONS

Environmental Conditions:

Office and field environment; exposure to computer screens; exposure to outside atmospheric conditions.

Physical Conditions:

Essential functions may require maintaining physical condition necessary for sitting for prolonged periods of time, standing or walking; travel to various locations; light lifting, carrying, pushing and pulling; reaching; handling; use of fingers; talking; hearing; near acuity.

PLANNING MANAGER

*Class specifications are intended to present a descriptive list of the range of duties performed by employees in the class. Specifications are **not** intended to reflect all duties performed within the job.*

DEFINITION

To direct, manage and coordinate the activities and operations of various Divisions of the Community Development Department. To coordinate assigned activities with other City departments and outside agencies; and to provide responsible and administrative support to the Community Development Director or Planning Director. This position is overtime exempt.

SUPERVISION RECEIVED AND EXERCISED

Receives general direction from the Community Development Director or Planning Director.

Exercises direct and primary supervision over supervisory, professional, technical and clerical staff; administers contracts and monitors performance.

ESSENTIAL FUNCTION STATEMENTS--*Essential responsibilities and duties may include, but are not limited to, the following:*

Essential Functions:

1. Assume management responsibility for services and activities of the Planning and Code Compliance Division of the Community Development Department, and related contracted services; recommend and administer policies and procedures.
2. Provide responsible staff assistance and support to the Community Development Director or Planning Director.
3. Manage and participate in the development and implementation of Planning and Code Compliance goals, objectives, policies, and priorities for each assigned service area.
4. Recommend, within Departmental policy, appropriate service and staffing levels; monitor and evaluate the efficiency and effectiveness of service delivery methods and procedures; allocate resources accordingly.
5. Plan, direct and coordinate the work plan of any assigned Division of the Community Development Department; assign projects; review and evaluate work methods and procedures; meet with staff to identify and resolve problems.

6. Assess and monitor work load, administrative and support systems, and internal reporting relationships; identify opportunities for improvement; direct and implement changes.
7. Train and evaluate department personnel; provide or coordinate staff training; work with employees to correct deficiencies; implement discipline and termination procedures.
8. Participate in the development and administration of assigned Community Development Department Division budget and management of cost recovery and time accounting and general departments.
9. Explain and interpret Community Development Department programs, policies, and activities; negotiate and resolve sensitive and controversial issues.
10. Respond to and resolve difficult and sensitive citizen inquiries and complaints.
11. Provide expertise in application and interpretation of the Municipal Code, including Zoning Code.
12. Provide regular reports to the department head and City Manager on the status of development applications and code compliance activities.
13. Maintain organized and accurate records, files, and databases for entitlement processing, including key deadlines for action and expiration dates for permits.

Marginal Functions:

1. Attend and participate in professional group meetings, stay abreast of new trends and innovations in the field of current or comprehensive planning.
2. Serve as emergency response worker as necessary.
3. Perform related duties and responsibilities as required.

QUALIFICATIONS

Knowledge of:

Operations, services and activities of a comprehensive municipal planning, building and safety, and code compliance program.

Reporting and tracking methods for development applications including entitlement review and compliance with conditions of approval.

Reporting and tracking methods for code compliance activities.

Management skills to analyze programs, policies and operational needs.
Negotiation strategies.
Principles and practices of contract administration.
Principles and practices of program development and administration.
Principles and practices of municipal budget preparation and administration.
Modern office procedures, methods and equipment.
Principles of supervision, training and performance evaluation.
Advanced site planning and architectural design techniques and methods.
Civil engineering principles and practices.
Geographic information system software.
Planning theory and social policies.
Methods and techniques of research and analysis related to urban development and environmental impact assessment.
Computer functions and related software.
Technical report writing.
Current literature, information sources and research techniques in the field of urban planning.
Pertinent Federal, State, and local laws, codes and regulations including California Environmental Quality Act (CEQA).
English usage, spelling, grammar, and punctuation.

Ability to:

Oversee and participate in the management of the Community Development Department activities, including management of the Planning Division and other divisions of the Community Development Department as assigned, including responsibility for administration, development review, long-range and regional planning, environmental review, code compliance, and entitlement processing for development projects.

Plan, organize, direct and coordinate the work of lower level staff.

Select, supervise, train and evaluate staff.

Effectively manage contracts and evaluate the work of contractors.

Delegate authority and responsibility.

Lead and direct the operations, services and activities of assigned areas of responsibilities including one or more divisions of the Department.

Develop and administer division goals, objectives, and procedures.

Prepare reports that provide essential management information on the status of development applications and code compliance activities.

Prepare clear and concise administrative and financial reports.

Prepare and administer large and complex budgets.

Analyze problems, identify alternative solutions, project consequences of proposed actions and implement recommendations in support of goals.

Operate and use modern office equipment including computer, printers and copiers.

Research, analyze, and evaluate new service delivery methods and techniques.

Interpret and apply Federal, State and local policies, laws and regulations.

Communicate clearly and concisely, both orally and in writing.
Research, develop and prepare ordinances, resolutions, contracts, and technical reports and associated summary data for presentation to City Council and others.
Respond tactfully, clearly, concisely, and appropriately to inquiries from the public, press, or other agencies on sensitive issues in area of responsibility.
Establish and maintain effective working relationships with those contacted in the course of work.
Maintain physical condition appropriate to the performance of assigned duties and responsibilities.
Maintain mental capacity, which allows the capability of making sound decisions and demonstrating intellectual capabilities.
Maintain effective audio/visual discrimination and perception to the degree necessary for the successful performance of assigned duties.
Perform responsible and difficult administrative work involving the use of independent judgment and personal initiative.

Experience and Training Guidelines:

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

Experience

Five years of increasingly responsible and professional urban planning experience, including two years of administrative and supervisory responsibility.

Training

Equivalent to a Bachelor's degree from an accredited college or university with major course work in urban planning, engineering, business administration, public administration or a related field. A Master's degree is desirable.

License or Certificate:

Possession of or ability to obtain and maintain an appropriate, valid California driver's license.

WORKING CONDITIONS

Environmental Conditions:

Office and field environment; exposure to computer screens; exposure to outside atmospheric conditions.

Physical Conditions:

Essential functions may require maintaining physical condition necessary for sitting for prolonged periods of time, standing or walking; travel to various locations; light lifting, carrying, pushing and pulling; reaching; handling; use of fingers; talking; hearing; near acuity.

PLANNING TECHNICIAN

*Class specifications are intended to present a descriptive list of the range of duties performed by employees in the class Specifications are **not** intended to reflect all duties performed within the job.*

DEFINITION

To perform technical work in the field of land use, planning and zoning; to process permits and conduct research; to provide information and assistance to the general public, developers, and the business community on planning, zoning and development matters; and to investigate and enforce the City's municipal, zoning, and building codes. This position is not overtime exempt. The City has the discretion to make occasional adjustments of the work week, work day or hours for this position to serve the interest of the City's operation and mission.

DISTINGUISHING CHARACTERISTICS

This is the entry-level class in the planner series. This class is distinguished from the Assistant Planner by the need for the supervisor to provide a greater level of supervision and training to enable the employee to perform essential and marginal functions. Since this class is typically used as a training class, employees may have only limited work experience.

SUPERVISION RECEIVED AND EXERCISED

Receives immediate supervision from higher-level staff.

ESSENTIAL AND MARGINAL FUNCTION STATEMENTS—*Essential and other important responsibilities and duties may include, but are not limited to, the following:*

Essential Functions:

1. Confer with and advise other staff, architects, builders, attorneys, contractors, engineers and the general public regarding City development policies and standards; provide customer service at the public counter and over the phone.
2. Provide responsible staff assistance and support to the assigned supervisor and other planning staff.
3. Accept applications for development; enter data in a computer; check commercial, industrial and residential development plans to determine compliance with appropriate conditions of approval regulations and policies; process administrative and discretionary permits and minor variances.

4. Participate in the environmental review process of proposed development projects.
5. Conduct planning research; prepare reports; prepare and maintain graphics and maps; prepare PowerPoint presentations and GIS exhibits, radius maps, and mailing labels.
6. Collect, record, and summarize statistical and demographic information; establish and maintain a variety of databases; research and draft various ordinances for review.
7. Process minor applications such as, sign permits, zoning clearances, and lot line adjustments.
8. Perform site visits of proposed projects; survey neighborhoods for land uses and other purposes.
9. Research and prepare a variety of documents, briefs and correspondence on planning activities.
10. Interpret, apply and enforce the City's municipal, zoning, and building codes; issue infraction citations.
11. Conduct code compliance patrol and investigation duties in designated areas of the City to observe and follow up on violations and progress on compliance.
12. Inspect properties and structures for zoning and municipal code violations, health and safety deficiencies, and condition compliance review for development projects; prepare reports on code and condition compliance inspections.
13. Investigate and follow-up on code compliance complaints submitted by citizens or observed by other staff.
14. Process and issue home occupation, business registration and vendor permits, and develop and maintain related files and correspondence.
15. May make public presentations and present oral reports on planning and code compliance information and activities.

Marginal Functions:

1. Serve as emergency response worker as necessary.
2. Perform related duties and responsibilities as required.

QUALIFICATIONS

Knowledge of:

Basic principles and practices of urban planning and development.
Basic site planning and architectural design techniques and methods.
Basic knowledge of zoning and building codes.
Methods of building construction.
Modern office procedures, methods and equipment.
Principles and procedures of record keeping.
Principles of business letter writing and basic report preparation.
English usage, spelling, grammar, and punctuation.

Ability to:

Prepare maps and basic landscape, building layout and architectural drawings.
Learn laws underlying general plans, zoning and land divisions.
Learn applicable environmental laws and regulations.
Learn to interpret planning and zoning programs to the general public.
Interpret and use pertinent Federal, State, and City codes related to building construction and rehabilitation.
Interpret and utilize current literature, information sources and research techniques in the field of urban planning.
Conduct site inspections.
Operate and use modern office equipment including computer, printers and copiers.
Enter data into a computer at a speed necessary for successful performance.
Respond tactfully, clearly, concisely and appropriately to inquiries from the public, press, or other agencies on sensitive issues in area of responsibility.
Understand and carry out oral and written directions.
Communicate clearly and concisely, both orally and in writing.
Establish and maintain cooperative-working relationships with those contacted in the course of work.
Maintain physical condition appropriate to the performance of assigned duties and responsibilities.
Maintain mental capacity, which allows the capability of making sound decisions and demonstrating intellectual capabilities.
Maintain effective audio/visual discrimination and perception to the degree necessary for the successful performance of assigned duties.

Experience and Training Guidelines:

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

Experience

Six months of experience working in municipal, county or regional government community development/planning department or similar private sector experience. An internship with a public agency community development/planning department for no less than one semester or two college quarters, where preferably college credit is received, may substitute as qualifying experience.

Training

Equivalent to a Bachelor's degree from an accredited college or university with major course work in planning, architecture, geography, public administration, business management or a related field.

License or Certificate:

Possession of or ability to obtain and maintain an appropriate, valid California driver's license.

WORKING CONDITIONS

Environmental Conditions:

Office and field environment; travel from site to site; exposure to computer screens; exposure to outside atmospheric conditions and potentially hostile environments, dust and noise; work on slippery or uneven surfaces; work around moving mechanical equipment, tools or machinery.

Physical Conditions:

Essential functions may require maintaining physical condition necessary for sitting, standing, bending, kneeling, squatting, or walking for prolonged periods of time; travel to various locations; operating motorized vehicles; light to medium lifting, carrying, pushing and pulling; climbing; balancing; stooping; kneeling; crouching; crawling; reaching; handling; use of fingers; talking; hearing; near and far acuity; depth perception.

PRINCIPAL PLANNER

*Class specifications are intended to present a descriptive list of the range of duties performed by employees in the class. Specifications are **not** intended to reflect all duties performed within the job.*

DEFINITION

To perform a wide variety of complex current and advance planning activities; to supervise, assign and review the work of technical in-house and contract staff responsible for performing the City planning function including current or comprehensive planning projects and special studies; and to provide complex and responsible staff assistance to the Community Development Director, Planning Director, or Planning Manager. This position is overtime exempt.

DISTINGUISHING CHARACTERISTICS

This is the advanced journey level class in the professional planner series. Positions at this level are distinguished from other classes within the series by the level of responsibility assumed and the complexity of duties assigned. Employees perform the most difficult and responsible types of duties assigned to classes within this series including general plan updates, environmental planning, and responsibility for compliance with the most complex Federal, State, and local regulations. Employees at this level may supervise lower associate and lower level staff and are required to be fully experienced in all procedures related to assigned areas of responsibility.

SUPERVISION RECEIVED AND EXERCISED

Receives direction from the Community Development Director, Planning Director, or Planning Manager.

May exercise direct and primary supervision over supervisory, professional, technical, and clerical staff, administer contracts and monitor performance.

ESSENTIAL AND MARGINAL FUNCTION STATEMENTS--*Essential and other important responsibilities and duties may include, but are not limited to, the following:*

Essential Functions:

1. Plan, prioritize, prepare or assign, supervise and review the work of staff responsible for the City planning function including current and comprehensive planning projects and special studies; provide technical assistance to professional and technical planning and code compliance staff and consultants.

2. Provide responsible staff assistance and support to the Community Development Director or Planning Director.
3. Recommend and assist in the development and implementation of department goals and objectives; implement approved policies and procedures.
4. Establish schedules and methods for providing planning services; identify resource needs; review needs with appropriate management staff; use resources accordingly.
5. Participate in the selection of planning staff and consultants; provide or coordinate staff training; prepare performance evaluations; work with employees to correct deficiencies.
6. Participate in the preparation and administration of the division or department budget; submit budget recommendations; monitor expenditures; prepare time accounting and cost recovery information.
7. Review, coordinate, and process General Plan amendments and related entitlement applications including zone changes, subdivision maps, planned development permits, and conditional use permits, review and inspect projects, meet with architects, engineers and construction personnel.
8. Update or coordinate consultant preparation of updates to General Plan elements and prepare yearly General Plan status report; prepare written staff reports and verbal presentations; to City Council, Planning Commission, City Council and ad hoc committees, other agency staff and representatives.
9. Interpret and enforce the City's General Plan, zoning ordinances, related local and state regulations.
10. Confer with developers, engineers, architects, landscape architects, environmental and planning consultants, other agency staff, elected officials, the general public regarding City development policies, standards, and the processing of development project and entitlement applications.
11. Review and provide comments on other agency projects and environmental documents and CEQA compliance.
12. Review programs related to housing and housing rehabilitation to further compliance with housing goals.
13. Perform complex architectural, site, landscape and other development plan examining activities; coordinate and direct staff in making recommendations on plan components.

14. Prepare professional services agreements and manage the work of consultants.
15. Attend and participate in professional group meetings; stay abreast of new trends and innovations in the field of current or comprehensive planning.
16. Provide regular reports to the department head on the status of development applications and code compliance activities.
17. Maintain organized and accurate records, files, and databases for entitlement processing, including key deadlines for action and expiration dates for permits.

Marginal Functions:

1. Serve as emergency response worker as necessary.
2. Perform related duties and responsibilities as required.

QUALIFICATIONS

Knowledge of:

Operations, services and activities of a current and comprehensive planning program.
Reporting and tracking methods for development applications including entitlement review and compliance with conditions of approval.
Reporting and tracking methods for code compliance activities.
Principles of supervision, training and performance evaluation.
Advanced principles and practices of urban planning and development.
Advanced site planning and architectural design techniques and methods.
Planning theory and social policies.
Methods and techniques of research and analysis related to urban development and environmental impact assessment.
Applicable environmental laws and regulations.
Computer functions and related software.
Geographic Information System software.
Technical report writing.
Modern office procedures, methods, and computer equipment and various software programs.
Principles and practices of contract administration.
Current literature, information sources and research techniques in the field of urban planning.
Pertinent Federal, State, and local laws, codes and regulations.
Principles of supervision, training, and performance evaluation.
English usage, spelling, grammar, and punctuation.

Ability to:

Analyze proposed projects for consistency with General Plan and compliance with City codes and policies.

Analyze site and building design for compliance with code requirements.

Analyze appropriate land use including terrain constraints, circulation, compatibility with adjacent land use, adequacy of services, and potential fiscal impacts.

Effectively manage contracts and evaluate the work of contractors.

Supervise, organize, and review the work of lower level staff.

Manage multiple projects and comply with processing time limits.

Interpret and explain City policies and procedures.

Independently perform complex research, analysis and report writing.

Prepare reports that provide essential management information on the status of development applications and code compliance activities.

Interpret, explain, and enforce local, state, and federal laws and regulations.

Interpret planning and zoning programs for the general public.

Analyze and compile technical and statistical information and prepare reports.

Respond tactfully, clearly, concisely and appropriately to inquiries from the public, press or other agencies on sensitive issues in areas of responsibility.

Operate and use modern office equipment including computer, printers and copiers.

Communicate clearly and concisely, both orally and in writing.

Establish and maintain effective working relationships with those contacted in the course of work including City officials and the general public.

Maintain physical condition appropriate to the performance of assigned duties and responsibilities.

Maintain mental capacity, which allows the capability of making sound decisions and demonstrating intellectual capabilities.

Maintain effective audio/visual discrimination and perception to the degree necessary for the successful performance of assigned duties.

Perform responsible and difficult administrative work involving the use of independent judgment and personal initiative.

Experience and Training Guidelines:

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

Experience

Five years of increasingly responsible urban planning experience in either current or comprehensive planning, including one year of supervisory responsibility.

Training

Equivalent to a Bachelor's degree from an accredited college or university with major course work in planning, geography, public administration, business management or a closely related field.

License or Certificate:

Possession of or ability to obtain and maintain an appropriate, valid California driver's license.

WORKING CONDITIONS

Environmental Conditions:

Office and field environment; travel from site to site; exposure to computer screens; exposure to outside atmospheric conditions, dust and noise.

Physical Conditions:

Essential functions may require maintaining physical condition necessary for sitting for prolonged periods of time, standing or walking; travel to various locations; light lifting, carrying, pushing and pulling; reaching; handling; use of fingers; talking; hearing; near acuity.

PROGRAM MANAGER

*Class specifications are intended to present a descriptive list of the range of duties performed by employees in the class. Specifications are **not** intended to reflect all duties performed within the job.*

DEFINITION

To direct, manage, supervise, and coordinate the programs, services and activities within an assigned department at a division supervisor level; to coordinate assigned programs and activities with other City departments, divisions, and outside agencies; and to provide highly responsible and complex administrative support to the Department Head. This position is overtime exempt.

SUPERVISION RECEIVED AND EXERCISED

Receives direction from Department Head, Deputy City Manager, Assistant City Manager and City Manager.

Exercises direct and primary supervision over technical, professional and clerical staff, administers contracts and monitors performance.

ESSENTIAL AND MARGINAL FUNCTION STATEMENTS--*Essential and other important responsibilities and duties may include, but are not limited to, the following:*

Essential Functions:

1. Provide responsible staff assistance and support to assigned Department Head, Deputy City Manager, Assistant City Manager or City Manager.
2. Assume direct responsibility for administering and monitoring assigned programs, projects, services, and activities of one or more department divisions, including contract administration, grant management, time accounting, purchasing, budget preparation, and supervision.
3. Plan and coordinate the work plan for the assigned program, division, and/or department.
4. Participate in employee selection and supervise, train, motivate and evaluate assigned personnel; prioritize work activities and projects and review work of assigned personnel for accuracy; work with employees to correct deficiencies; implement discipline in accordance with City rules.
5. Prepare agreements; oversee and administer contracts and direct the work of consultants and contractors.

6. Monitor legislative developments related to areas of responsibility.
7. Participate in the development and administration of annual operating budget for program and division areas of responsibility, including the forecast of funds needed for staffing, equipment, materials, and supplies; monitor and recommend approval of expenditures within approved limits.
8. Monitor and evaluate the efficiency and effectiveness of service delivery methods and procedures; recommend, within departmental and City policy, appropriate service and staffing levels.
9. Draft goals, objectives, policies, procedures, and priorities for assigned programs; implement and administer the approved goals, objectives, policies, procedures, and priorities for assigned programs.
10. Receive and respond to difficult and sensitive inquiries and complaints from the public, press, or other agencies.
11. Prepare and present staff reports, ordinances, resolutions, and other supporting documentation for City Council and appointed commissions and boards; may be assigned responsibility for a commission or board, including agenda process and completion of legislative records.
12. Prepare and monitor program grants and related documentation required to retain grant eligibility and funding.
13. Conduct a variety of organizational and operational studies and investigations; recommend modifications to City or department programs, policies, procedures and fees as appropriate.
14. Attend and participate in professional group meetings; stay abreast of new trends and innovations in the areas of responsibility; represent City at local and regional meetings.
15. Prepare press releases, newspaper articles, public service announcements and newsletters; respond to press inquiries.
16. May conduct confidential investigations.
17. May assist with development monitoring and condition compliance.
18. May serve as liaison for the assigned department with other City divisions and departments, outside agencies, public and private organizations, and community

groups; make presentations as required; negotiate and resolve sensitive and controversial issues.

Marginal Functions:

1. Serve as emergency response worker as necessary.
2. Perform related duties and responsibilities as required.

QUALIFICATIONS

Knowledge of:

Operational characteristics, services and activities of a municipal service delivery program.

Management skills to analyze programs, policies and operational needs.

Principles of supervision, training, and performance evaluation.

Principles and practices of municipal budget preparation and administration.

Principles and practices of contract administration.

Principles and practices of program development and administration.

Principles of conducting a workplace investigation.

Purchasing procedures and practices.

Methods of research, program analysis, and report preparation.

Modern office procedures, methods, and equipment.

English usage, spelling, grammar, and punctuation.

Principles of mathematics and statistics.

Pertinent Federal, State and local laws, codes and regulations.

Ability to:

Oversee and direct the operations, services and activities of one or more comprehensive municipal programs.

Perform complex administrative and analytical activities for assigned programs.

Understand the organization and operation of the assigned department as necessary to perform assigned responsibilities.

Manage, direct and coordinate the work of support staff.

Select, supervise, train and evaluate staff.

Prepare and administer division and/or department budgets.

Interpret and apply Federal, State, and local laws, regulations, policies and procedures.

Develop and administer division or department goals, objectives, policies, and procedures.

Effectively manage contracts and evaluate the work of contractors.

Analyze problems, identify alternative solutions, project consequences of proposed actions and implement recommendations in support of goals and objectives.

Research, develop and prepare ordinances, resolutions, contracts, and technical reports and associated summary data for presentation to City Council and others. Prepare and present clear and concise administrative and financial reports to a variety of City officials and the public.

Respond tactfully, clearly, concisely and appropriately to inquiries from the public, press or other agencies on sensitive issues in area of responsibility.

Research, analyze, and evaluate new service delivery methods and techniques.

Research and prepare effective grant proposals.

Independently prepare correspondence and memoranda.

Communicate clearly and concisely, both orally and in writing.

Operate and use modern office equipment including computer, printers and copiers.

Enter data on a computer at a speed necessary for successful job performance.

Establish and maintain effective working relationships with those contacted in the course of work.

Maintain mental capacity, which allows the capability of making sound decisions and demonstrating intellectual capabilities.

Maintain effective audio/visual discrimination and perception to the degree necessary for the successful performance of assigned duties.

Maintain physical condition appropriate to the performance of assigned duties and responsibilities.

Perform responsible and difficult administrative work involving the use of independent judgment and personal initiative.

Experience and Training Guidelines:

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

Experience

Five years of increasingly responsible administrative and analytical experience for a municipal government agency, including two years of supervisory responsibility.

Training

Equivalent to a Bachelor's degree from an accredited college or university with major course work in public administration, business administration, urban studies, economics, or a related field. A Masters degree is desirable.

License or Certificate:

Possession of or ability to obtain and maintain an appropriate, valid California driver's license.

WORKING CONDITIONS

Environmental Conditions:

Office environment; exposure to computer screens; occasional field environment.

Physical Conditions:

Essential functions may require maintaining physical condition necessary for sitting for prolonged periods of time; light lifting, carrying, pushing and pulling; reaching; handling; use of fingers; talking; hearing; near acuity.

PUBLIC WORKS DIRECTOR

*Class specifications are intended to present a descriptive list of the range of duties performed by employees in the class. Specifications are **not** intended to reflect all duties performed within the job.*

DEFINITION

To plan, direct, manage and oversee the activities and operations of the Public Works Department including management of contracts, field operations, and professional and clerical office staff; to coordinate assigned activities with other City departments and outside agencies; and to provide highly responsible and complex administrative support to the City Manager. This position is overtime exempt.

SUPERVISION RECEIVED AND EXERCISED

Receives general administrative direction from the City Manager.

Exercises direct supervision over supervisory, professional, technical and clerical staff; administers contracts and monitors performance.

ESSENTIAL FUNCTION STATEMENTS--*Essential responsibilities and duties may include, but are not limited to, the following:*

Essential Functions:

1. Assume full management responsibility for all Public Works Department services and activities including contract management for City services; administration of various Public Works Department Programs; administration of Assessment Districts; and the management of grant applications and state compliance requirements.
2. Provide responsible staff assistance and support to the City Manager.
3. Manage the development and implementation of Public Works Department goals, objectives, policies, and priorities for each assigned service area.
4. Manage City service contracts; manage contract for City engineering services including contract coordination and review of services and processing of invoices; manage service contracts for street sweeping, signal maintenance, and pavement striping.
5. Administer and oversee a variety of projects and programs; administer the Capital Improvement Program for major and minor street projects; administer Traffic Regulatory Program; provide oversight of Graffiti Abatement Program;

provide management oversight of the Fleet Maintenance Program; provide management oversight of the Crossing Guard Program.

6. Recommend, within City policy, appropriate service and staffing levels; monitor and evaluate the efficiency and effectiveness of service delivery methods and procedures; allocate resources accordingly.
7. Plan, direct and coordinate, through subordinate level staff, the Public Works Department's work plan; assign projects and programmatic areas of responsibility; review and evaluate work methods and procedures; meet with staff to identify and resolve problems.
8. Assess and monitor work load, administrative and support systems, and internal reporting relationships; identify opportunities for improvement; direct and implement changes.
9. Select, train, motivate and evaluate Public Works Department personnel; provide or coordinate staff training; work with employees to correct deficiencies; implement discipline and termination procedures.
10. Oversee and participate in the development and administration of the Public Works Department budget; approve the forecast of funds needed for staffing, equipment, materials, and supplies; approve expenditures and implement budgetary adjustments as appropriate and necessary; review and approve all departmental expenditures; supervise procurement of major equipment including RFQ, bids, staff reports, and purchase orders.
11. Explain and interpret Public Works Department programs, policies, and activities; negotiate and resolve sensitive and controversial issues.
12. Represent the Public Works Department to other City departments, elected officials and outside agencies; coordinate Public Works Department activities with those of other departments and outside agencies and organizations; interact with utilities on various issues; serve as City liaison to Caltrans and work with Caltrans to resolve a variety of problems and issues.
13. Provide staff assistance to City Manager and City Council; provide support to City Council standing committee(s) and other committees; serve as City liaison to the County-wide Transportation Technical Advisory Committee and similar committees; prepare and present staff reports and other necessary correspondence.
14. Attend and participate in professional group meetings; stay abreast of new trends and innovations in the field of Public Works service delivery and privatization efforts.

15. Respond to and resolve difficult and sensitive citizen inquiries and complaints.
16. Assist and review recommendation of traffic engineering matters and regional transportation/circulation matters.

Marginal Functions:

1. Serve as emergency response worker as necessary.
2. Perform related duties and responsibilities as required.

QUALIFICATIONS

Knowledge of:

Operations, services and activities of a comprehensive municipal public works program.
Engineering principles and practices as applied to city engineer/public works, including planning and development, and design and construction.
Methods and techniques used in the preparation of public works project designs and related plans, specifications, cost estimates and reports.
Principles and practices of construction/capital improvement project management, administration, and coordination.
Management skills to analyze programs, policies and operational needs.
Principles and practices of program development and administration.
Principles and practices of municipal budget preparation and administration.
Assessment District management.
National Pollutant Discharge Elimination System (NPDES) requirements for capital projects, development projects, and maintenance activities.
Practices of public transit and paratransit programs.
Floodplain management.
Principles and practices of contract administration.
Modern office procedures, methods, and equipment.
Purchasing procedures and practices.
Grant application procedures and grant administration.
Principles of supervision, training, and performance evaluation.
Pertinent Federal, State, and local laws, codes and regulations.
English usage, spelling, grammar, and punctuation.

Ability to:

Plan, organize, direct and coordinate the work of subordinate level staff
Select, supervise, train and evaluate staff.
Delegate authority and responsibility.
Manage and direct the operations, services and activities of a comprehensive municipal public works department.

- Develop and administer departmental goals, objectives, and procedures.
- Effectively manage contracts and evaluate the work of contractors.
- Prepare clear and concise administrative and financial reports.
- Prepare and administer large and complex budgets.
- Analyze problems, identify alternative solutions, project consequences of proposed actions and implement recommendations in support of goals.
- Respond tactfully, clearly, concisely, and appropriately to inquiries from the public, press, or other agencies on sensitive issues in area of responsibility.
- Operate and use modern office equipment including computer, printers and copiers.
- Enter data on a computer at a speed necessary for successful job performance.
- Research, analyze, and evaluate new service delivery methods and techniques.
- Research, develop and prepare ordinances, resolutions, contracts, and technical reports and associated summary data for presentation to City Council and others.
- Interpret and apply Federal, State and local policies, laws and regulations.
- Communicate clearly and concisely, both orally and in writing.
- Establish and maintain effective working relationships with those contacted in the course of work.
- Maintain physical condition appropriate to the performance of assigned duties and responsibilities.
- Maintain mental capacity, which allows the capability of making sound decisions and demonstrating intellectual capabilities.
- Maintain effective audio/visual discrimination and perception to the degree necessary for the successful performance of assigned duties.
- Perform responsible and difficult administrative work involving the use of independent judgment and personal initiative.

Experience and Training Guidelines:

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

Experience

Six years of increasingly responsible experience in municipal Public Works programs, including three years of administrative and supervisory responsibility.

Training

Equivalent to a Bachelor's degree from an accredited college or university with major course work in civil engineering or a related field. A Master's degree is desirable.

License or Certificate:

Possession of or ability to obtain and maintain an appropriate, valid California driver's license.

WORKING CONDITIONS

Environmental Conditions:

Office and field environment; exposure to computer screens; exposure to outside atmospheric conditions.

Physical Conditions:

Essential functions may require maintaining physical condition necessary for sitting for prolonged periods of time, standing or walking; travel to various locations; light lifting, carrying, pushing and pulling; reaching; handling; use of fingers; talking; hearing; near acuity.

PUBLIC WORKS MANAGER

*Class specifications are intended to present a descriptive list of the range of duties performed by employees in the class. Specifications are **not** intended to reflect all duties performed within the job.*

DEFINITION

To direct, manage, supervise, and coordinate the assigned programs, services, activities and operations of the Public Works Department, including supervising one or more divisions; to coordinate assigned programs and activities with other City departments, divisions, and outside agencies; and to provide highly responsible and complex administrative support to the Department Head. This position is overtime exempt.

SUPERVISION RECEIVED AND EXERCISED

Receives direction from Department Head, Deputy City Manager, Assistant City Manager or City Manager.

Exercises direct and primary supervision over technical, professional and clerical staff, administers contracts and monitors performance.

ESSENTIAL AND MARGINAL FUNCTION STATEMENTS--*Essential and other important responsibilities and duties may include, but are not limited to, the following:*

Essential Functions:

1. Provide responsible staff assistance and support to assigned Department Head, Deputy City Manager, Assistant City Manager or City Manager.
2. Assume direct responsibility for administering and monitoring assigned programs, projects, services, and activities of one or more department divisions, including contract administration, grant management, time accounting, purchasing, budget preparation, and supervision.
3. Provide significant managerial support in the development and administration of the annual department budget; including development the forecast of funds needed for staffing, equipment, materials, and supplies.
4. Plan and coordinate the work plan for the assigned program, division, and/or department.
5. Manage Public Works Department contracts for services as assigned by the Department Head.

6. May administer the Capital Improvement, Fleet Maintenance, and/or Crossing Guard Programs.
7. Participate in employee selection and supervise, train, motivate and evaluate assigned personnel; prioritize work activities and projects and review work of assigned personnel for accuracy; prepare performance evaluations and work with employees to correct deficiencies.
8. Prepare agreements; oversee and administer contracts and direct the work of consultants and contractors.
9. Monitor legislative developments related to areas of responsibility.
10. Participate in the development and administration of annual operating budget for program and division areas of responsibility, including the forecast of funds needed for staffing, equipment, materials, and supplies; monitor and recommend approval of expenditures within approved limits.
11. Monitor and evaluate the efficiency and effectiveness of service delivery methods and procedures; recommend, within departmental and City policy, appropriate service and staffing levels.
12. Draft goals, objectives, policies, procedures, and priorities for assigned programs; implement and administer the approved goals, objectives, policies, procedures, and priorities for assigned programs.
13. Receive and respond to difficult and sensitive inquiries and complaints from the public, press, or other agencies.
14. Prepare and present staff reports, ordinances, resolutions, and other supporting documentation for City Council and appointed commissions and boards; may be assigned responsibility for a commission or board, including agenda process and completion of legislative records.
15. Prepare and monitor project and program grants and related documentation required to retain grant eligibility and funding.
16. Conduct a variety of organizational and operational studies and investigations; recommend modifications to City or department programs, policies, procedures and fees as appropriate.
17. Attend and participate in professional group meetings; stay abreast of new trends and innovations in the areas of responsibility; represent City at local and regional meetings.

18. Prepare press releases, newspaper articles, public service announcements and newsletters; respond to press inquiries.
19. May conduct confidential investigations.
20. May assist with development monitoring and condition compliance.
21. May serve as liaison for the assigned department with other City divisions and departments, outside agencies, public and private organizations, and community groups; make presentations as required; negotiate and resolve sensitive and controversial issues.

Marginal Functions:

1. Serve as emergency response worker as necessary.
2. Perform related duties and responsibilities as required.

QUALIFICATIONS

Knowledge of:

Operational characteristics, services and activities of a municipal public works program, including public works maintenance and operations, capital improvement engineering and administration, and traffic engineering.

Modern methods, tools equipment, materials, and work practices utilized in the design, installation, operation, maintenance, and repair of public works facilities and systems.

Types and level of maintenance and repair activities generally performed in a public works program.

National Pollutant Discharge Elimination System (NPDES) requirements for capital projects, development projects, and maintenance activities.

Practices of public transit and paratransit programs.

Floodplain management.

Principles and practices of construction/capital improvement project management, administration, and coordination.

Management skills to analyze programs, policies and operational needs.

Principles of supervision, training and performance evaluation.

Principles and practices of municipal budget preparation and administration.

Principles and practices of contract administration.

Principles and practices of program development and administration.

Principles of conducting a workplace investigation.

Purchasing procedures and practices.

Methods of research, program analysis, and report preparation.

Modern office procedures, methods, and equipment.
English usage, spelling, grammar, and punctuation.
Principles of mathematics and statistics.
Pertinent Federal, State and local laws, codes and regulations.

Ability to:

Provide managerial support in directing a comprehensive public works program, which may include oversight of services and activities of one or more budgeted department divisions.

Perform complex administrative and analytical activities for assigned programs.

Understand the organization and operation of the assigned department as necessary to perform assigned responsibilities.

Manage, direct and coordinate the work of support staff.

Select, supervise, train and evaluate staff.

Prepare and administer division and/or department budgets.

Interpret and apply Federal, State, and local laws, regulations, policies and procedures.

Develop and administer division or department goals, objectives, policies, and procedures.

Effectively manage contracts and evaluate the work of contractors.

Perform responsible and difficult administrative work involving the use of independent judgment and personal initiative.

Analyze problems, identify alternative solutions, project consequences of proposed actions and implement recommendations in support of goals and objectives.

Research, develop and prepare ordinances, resolutions, contracts, and technical reports and associated summary data for presentation to City Council and others.

Prepare and present clear and concise administrative and financial reports to a variety of City officials and the public.

Respond tactfully, clearly, concisely and appropriately to inquiries from the public, press or other agencies on sensitive issues in area of responsibility.

Research, analyze, and evaluate new service delivery methods and techniques.

Research and prepare effective grant proposals.

Independently prepare correspondence and memoranda.

Communicate clearly and concisely, both orally and in writing.

Operate and use modern office equipment including computer, printers and copiers.

Enter data on a computer at a speed necessary for successful job performance.

Establish and maintain effective working relationships with those contacted in the course of work.

Maintain mental capacity, which allows the capability of making sound decisions and demonstrating intellectual capabilities.

Maintain effective audio/visual discrimination and perception to the degree necessary for the successful performance of assigned duties.

Maintain physical condition appropriate to the performance of assigned duties and responsibilities.

Perform responsible and difficult administrative work involving the use of independent judgment and personal initiative.

Experience and Training Guidelines:

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

Experience

Six years of increasingly responsible municipal public works experience, including two years of administrative and supervisory responsibility.

Training

Equivalent to a Bachelor's degree from an accredited college or university with major course work in engineering, public administration, business administration, urban studies, economics, or a related field. A Master's degree is desirable.

License or Certificate:

Possession of or ability to obtain and maintain an appropriate, valid California driver's license.

WORKING CONDITIONS

Environmental Conditions:

Office environment; exposure to computer screens; occasional field environment.

Physical Conditions:

Essential functions may require maintaining physical condition necessary for sitting for prolonged periods of time; light lifting, carrying, pushing and pulling; reaching; handling; use of fingers; talking; hearing; near acuity.

PUBLIC WORKS TECHNICIAN

*Class specifications are intended to present a descriptive list of the range of duties performed by employees in the class. Specifications are **not** intended to reflect all duties performed within the job.*

DEFINITION

To perform semi-skilled and skilled work in the construction, maintenance and repair of streets and related activities in support of the full range of Public Works activities, and provide parking enforcement and other municipal code compliance support activities. This position is not overtime exempt. The City has the discretion to make occasional adjustments of the work week, work day or hours for this position to serve the interest of the City's operation and mission.

SUPERVISION RECEIVED AND EXERCISED

Receives general supervision from division manager or other designated supervisor.

ESSENTIAL AND MARGINAL FUNCTION STATEMENTS--*Essential and other important responsibilities and duties may include, but are not limited to, the following:*

Essential Functions:

1. Provide responsible staff assistance and support to assigned supervisory or maintenance staff.
2. Assist with public works and street maintenance activities including but not limited to traffic control, concrete and asphalt installation and repair, storm drain maintenance and installation, placement and repair of traffic control and street signs and pavement markings.
3. Inspect parking compliance and issue parking citations for public parking facilities and streets and for private parking facilities and streets where authorized by applicable State laws.
4. Assist with traffic control and direct traffic during emergencies or congested periods and in support of public works maintenance and repair efforts.
5. Remove debris from City rights-of-way, including but not limited to shopping carts, barricades, dirt, lumber, bricks, auto parts, nails, glass, and dead animals.
6. Place and remove barricades, warning devices and signs for traffic control.

7. Transport the radar speed trailer or other trailer to assigned locations and perform the set-up operations.
8. Operate high-pressure graffiti removal sprayer and sand blast or manually remove graffiti as needed.
9. Operate, clean and maintain various public works equipment and trucks.
10. Perform basic maintenance of City vehicles such as safety inspections and checking fuel, fluid levels and tire air pressure, and ensure cleanliness of vehicles per established standards.
11. Perform crossing guard duties to escort children and adults across the street in a safe manner after verifying visually and audibly that it is safe to enter the intersection, and assist with the training of new crossing guards.
12. Assist in obtaining informal bids and price quotes and research specifications for purchases of supplies, materials and equipment.
13. Enter information in computer devices, maintain computer databases, and prepare correspondence.
14. Respond to public inquiries in a courteous manner; provide information within the area of assignment; resolve complaints in an efficient and timely manner.
15. May make contact with residents or the driving public to provide information and literature regarding municipal codes.
16. May issue citations for violations of municipal codes.

Marginal Functions:

1. Serve as emergency response worker as necessary.
2. Perform related duties and responsibilities as required.

QUALIFICATIONS

Knowledge of:

Equipment and tools used in the area of work assigned.
Occupational hazards and standard safety practices.
Safety rules when crossing and working in streets.
Basic first aid methods and techniques.
Municipal codes and citation procedures.

Principles of business letter writing and basic report preparation.

Public relations techniques.

Word processing computer applications.

Modern office procedures, methods, and equipment.

English usage, spelling, grammar, and punctuation.

Ability to:

Perform a variety of skilled and semi-skilled maintenance, construction and repair work in the area of work assigned.

Operate a variety of vehicular and stationary mechanical equipment in a safe and effective manner. Drive a pick-up truck with trailer in a safe and effective manner.

Perform a variety of manual tasks for extended periods of time and in unfavorable weather conditions.

Perform heavy manual labor.

Understand and follow oral and written instructions.

Communicate clearly and concisely, both orally and in writing.

Operate and use modern office equipment including computer, printers and copiers.

Enter data into a computer at a speed necessary for successful job performance.

Prepare clear and concise reports and correspondence.

Establish and maintain effective working relationships with those contacted in the course of work.

Maintain physical condition appropriate to the performance of assigned duties and responsibilities.

Maintain mental capacity, which allows for effective interaction and communication with others.

Maintain effective audio/visual discrimination and perception to the degree necessary for the successful performance of assigned duties.

Experience and Training Guidelines:

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

Experience

Two years of experience performing maintenance work, traffic control or related activities, and including administrative office experience.

Training

Equivalent to completion of twelfth grade supplemented by specialized computer and office software training. College level work in civil engineering, public administration, business administration or a related field, is desirable.

License or Certificate:

Possession of or ability to obtain and maintain an appropriate, valid California driver's license.

WORKING CONDITIONS

Environmental Conditions:

Field environment; frequent exposure to outside atmospheric conditions; exposure to noise, dust, grease, smoke, fumes, gases or other atmospheric conditions that may affect the respiratory system, eyes or skin; work around moving mechanical parts of equipment, tools or machinery; work on slippery or uneven surfaces; high traffic areas close to moving vehicles, exposed places and computer screens.

Physical Conditions:

Essential functions may require maintaining physical condition necessary for sitting, standing or walking for prolonged periods of time; travel to various locations; operating motorized vehicles; medium to heavy lifting, carrying, pushing and pulling; climbing; balancing; stooping; kneeling; crouching; crawling; reaching; handling; use of fingers; talking; hearing; near and far acuity; depth perception.

The additional essential functions for performance of crossing guard duties include repetitive light lifting of a "Stop" sign in a raised position above the head with either arm; clear vision of 20/40 minimum with no color blindness; hearing sufficient to discern approaching vehicles, children, adults, or other moving objects across a frequency range from 500 hertz (Hz) to 3,000 Hz with or without a hearing aid; frequent stepping up and down from a curb; ability to walk a minimum of 70 feet within 12 seconds; and ability to grasp and restrain children from moving into an unsafe area.

**PUBLIC WORKS SUPERVISOR
PUBLIC WORKS SUPERINTENDENT/INSPECTOR**

Class specifications are intended to present a descriptive list of the range of duties performed by employees in the class. Specifications are not intended to reflect all duties performed within the job.

DEFINITION

To perform and provide direct oversight of street maintenance functions and construction inspection activities in enforcing compliance with City codes, regulations and ordinances; to review and resolve complaints; to supervise maintenance workers in a variety of technical tasks relative to assigned areas of responsibility; and to provide contract management and construction project management. These positions are overtime exempt.

SUPERVISION RECEIVED AND EXERCISED

Receives general direction from City Engineer/Public Works Director.

Exercises direct and primary supervision over professional, technical, clerical, and maintenance staff; administers contracts and monitors performance.

ESSENTIAL AND MARGINAL FUNCTION STATEMENTS--*Essential and other important responsibilities and duties may include, but are not limited to, the following:*

Public Works Supervisor
Public Works Superintendent/Inspector

Essential Functions:

1. Administer public works improvement projects including performing as a project manager and providing liaison with contractors; insure conformance with contracts, including plans and specifications; make recommendations on approval of progress payments and change orders; and maintain project files.
2. Provide responsible staff assistance and support to the City Engineer/Public Works Director.
3. Supervise maintenance workers and other public works employees and contractors performing street maintenance; sidewalk inspection, repair and replacement; flood control; cleaning and repairing stormwater drains and catch basins; weed abatement; pavement markings; sign repair and installation; graffiti removal; parking enforcement; and other functions related to streets and public works activities as assigned.

4. Select, train, motivate and evaluate maintenance and crossing guard personnel; provide or coordinate staff training; work with employees to correct deficiencies; implement discipline and termination procedures.
5. Review plans and specifications of construction projects to determine compliance with the provisions of the construction codes, ordinances and regulations.
6. Maintain detailed records and reports on inspection activities; input and retrieve inspection data utilizing a computer.
7. Observes crossing guard locations for safety checks and compliance with City policies.
8. Confer with architects, contractors, builders and the general public; explain and interpret requirements and restrictions.
9. Coordinate and schedule construction activities with governmental agencies, utilities and City staff.
10. Administer street and traffic signal maintenance contracts and other related service contracts; develop requests for proposals; conduct research on specifications; and process invoices.
11. Prepare analytical and statistical reports on operations and activities; prepare lists detailing deficiencies to be corrected in the construction project; prepare a variety of correspondence on operations and activities.
12. Perform quantity measurements of work performed by outside contractors to approve progress payments and verify quantities; coordinate field lab tests of construction projects including soil compaction, material specification and concrete pours and cylinders.
13. Participate in the investigation of claims for risk management; research claims, files and construction projects; prepare reports; take photographs as necessary.
14. Maintain safe work practices and procedures; instruct subordinate staff in safety matters.
15. Receive and respond to public inquiries and complaints in a courteous manner; provide information within the area of assignment; resolve complaints in an efficient and timely manner; prepare summary reports as required.
16. Assume direct responsibility for monitoring and administering assigned program areas; oversee assigned administrative support functions, including budget.

17. Collect, compile, and analyze complex information from various sources on a variety of specialized topics related to assigned programs; prepare reports which present and interpret data, and identify alternatives; make and justify recommendations.
18. Prepare and administer annual budget for assigned functions.
19. Participate in special projects and studies including complex research of new programs and services, budget analysis and preparation, and feasibility analyses; prepare and present reports.
20. Make oral and written presentations to the City Council, staff, the public and professional groups.

Public Works Superintendent/Inspector

In addition to the Essential Functions for Public Works Supervisor:

21. Perform the more complex and difficult technical public and private improvement construction inspection activities in enforcing compliance with City codes, regulations, and ordinances, including encroachment permits.
22. Resolve inspection issues and concerns between outside parties and inspection staff; review and confirm issues; make recommendations to resolve concerns.
23. Review parking citation appeals.

Marginal Functions:

1. Serve as emergency response worker as necessary.
2. Perform related duties and responsibilities as required.

QUALIFICATIONS

Public Works Supervisor **Public Works Superintendent/Inspector**

Knowledge of:

Operations, services, and activities of a comprehensive public works construction inspection program.
Principles of supervision, training and performance evaluation.
Principles and practices of contract administration.

Methods and techniques of construction inspection.

Codes and ordinances enforced by the City related to public works construction.

Complex principles and techniques of construction inspection and plans examining work.

Principle of structural design and engineering mathematics.

Modern office procedures, methods and equipment.

Purchasing procedures and practices.

Occupational hazards and standard safety practices.

Pertinent Federal, State, and local laws, codes and regulations.

National Pollutant Discharge Elimination System (NPDES) requirements for capital projects, development projects, and maintenance activities.

Geographic information system software.

English usage, spelling, grammar, and punctuation.

Ability to:

Effectively manage contracts and evaluate the work of contractors.

Perform complex administrative and analytical activities for assigned programs.

Interpret, explain, and enforce Department policies and procedures.

Interpret and apply pertinent Federal, State and local laws, codes and regulations.

Supervise, organize, and review the work of subordinate staff.

Prepare clear and concise reports.

Research, analyze, and evaluate programs, policies, and procedures.

Analyze problems, identify alternative solutions, project consequences of proposed actions and implement recommendations in support of goals.

Operate and use modern office equipment including computer, printers and copiers.

Enter data on a computer at a speed necessary for successful job performance.

Read and interpret complex construction plans, specifications and codes.

Determine if construction systems conform to City code requirements.

Apply technical knowledge and follow proper inspection techniques to examine workmanship and materials and detect deviations.

Enforce necessary regulations with firmness and tact.

Respond tactfully, clearly, concisely and appropriately to inquiries from the public, press or other agencies on sensitive issues in area of responsibility.

Work independently in the absence of supervision.

Communicate clearly and concisely, both orally and in writing.

Establish and maintain effective working relationships with those contacted in the course of work.

Maintain physical condition appropriate to the performance of assigned duties and responsibilities.

Maintain mental capacity, which allows the capability of making sound decisions and demonstrating intellectual capabilities.

Maintain effective audio/visual discrimination and perception to the degree necessary for the successful performance of assigned duties.

Perform responsible and difficult administrative work involving the use of independent judgment and personal initiative.

Public Works Superintendent/Inspector

In addition to the abilities for Public Works Supervisor:

Independently perform the most complex and difficult construction inspection activities.

Experience and Training Guidelines:

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

Public Works Supervisor

Experience

Three years of increasingly responsible construction inspection and plans examining experience, including one year of supervisory or lead experience, preferably in a public agency.

Training

Equivalent to the completion of the twelfth grade supplemented by advanced, specialized training in the building and construction trades, civil engineering, and contract administration. Two years of college or an Associate's Degree from an accredited college or university is desirable.

Public Works Superintendent/Inspector

Experience

Five years of increasingly responsible oversight of street maintenance activities, construction inspection and plans examining experience, including three years of supervisory experience, preferably in a public agency.

Training

Equivalent to the completion of two years of college or an Associate's Degree from an accredited college or university, supplemented by specialized training in building and construction trades, civil engineering, and contract administration. A Bachelor's degree is desirable. The two years of college education requirement

may be substituted with an additional four years of responsible and related work experience.

License or Certificate:

Possession of or ability to obtain and maintain an appropriate, valid California driver's license. Possession of a Class A or B California driver's license is desirable.

WORKING CONDITIONS

Public Works Supervisor
Public Works Superintendent/Inspector

Environmental Conditions:

Office/field environment; travel from site to site; exposure to outside atmospheric conditions, noise and dust; work in high, exposed places; work on uneven surfaces; inspect in confined spaces; and work around moving mechanical parts of equipment, tools or machinery.

Physical Conditions:

Essential functions may require maintaining physical condition necessary for sitting, standing or walking for prolonged periods of time; travel to various locations; operating motorized vehicles; light to medium lifting, carrying, pushing and pulling; climbing; balancing; stooping; kneeling; crouching; crawling; reaching; handling; use of fingers; talking; hearing; near and far acuity; depth perception.

RECORDS CLERK

*Class specifications are intended to present a descriptive list of the range of duties performed by employees in the class. Specifications are **not** intended to reflect all duties performed within the job.*

DEFINITION

To assist the assigned department in maintaining a reliable records management program; to ensure operational efficiency and smooth workflow; and to provide clerical support. This position is temporary, part-time and is not overtime exempt.

SUPERVISION RECEIVED AND EXERCISED

Receives general supervision from the assigned supervisor.

ESSENTIAL AND MARGINAL FUNCTION STATEMENTS--*Essential and other important responsibilities and duties may include, but are not limited to, the following:*

Essential Functions:

1. Perform data entry for City records; assist in the maintenance of filing and indexing systems.
2. Provide responsible clerical assistance and support to the assigned department.
3. File and retrieve documents; determine placement or establish new placement in accordance with established procedures; maintain and update file guide; maintain paper records and electronic files and databases in an orderly manner as directed.
4. Assist with preparation of departmental reports produced from databases.
5. Assist with scanning of documents along with key word indexing.
6. Assist with agenda packet preparation, scanning and distribution.
7. Assign file numbers.
8. Answer phones when necessary; take messages and answer inquiries.
9. May serve as a backup receptionist; operate a switchboard; transfer and direct calls and customers to appropriate staff.

10. Copy and print paper documents and assemble records as directed; copy and assemble electronic records as directed.

Marginal Functions:

1. Serve as emergency response worker as necessary.
2. Perform related duties and responsibilities as required.

QUALIFICATIONS

Knowledge of:

Principles and procedures of record keeping.
Principles and procedures of filing.
Methods and procedures of data entry.
Principles of business letter writing and basic report preparation.
Modern office procedures, methods, and equipment.
English usage, spelling, grammar, and punctuation.
Computer functions and related software.
Principles and practices of customer service.

Ability to:

Maintain records and files.
Perform a variety of clerical support services.
Understand and carry out both oral and written directions.
Operate and use modern office equipment including computer, printers and copiers, scanners and postage machine.
Type and/or enter data on a computer at a speed necessary for successful for job performance.
Understand and follow oral and written instructions.
Communicate clearly and concisely, both orally and in writing.
Establish and maintain effective working relationships with those contacted in the course of work.
Maintain physical condition appropriate to the performance of assigned duties and responsibilities.
Maintain effective audio/visual discrimination and perception to the degree necessary for the successful performance of assigned duties.
Maintain mental capacity, which allows for effective interaction and communication with others.

Experience and Training Guidelines:

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

Experience

One year of record keeping and general clerical experience, preferably including electronic database software experience.

Training

Equivalent to the completion of the twelfth grade.

License or Certificate:

Possession of or ability to obtain and maintain an appropriate, valid California driver's license.

WORKING CONDITIONS

Environmental Conditions:

Office environment; exposure to computer screens.

Physical Conditions:

Essential functions may require maintaining physical condition necessary for sitting or standing for prolonged periods of time; medium lifting, carrying, pushing and pulling; reaching; handling; use of fingers; talking; hearing; near acuity.

RECREATION AIDE

*Class specifications are intended to present a descriptive list of the range of duties performed by employees in the class. Specifications are **not** intended to reflect all duties performed within the job.*

DEFINITION

To assist with the City's recreational programs including classes, events, day camps, sports leagues and senior/active adult programs; to provide on-site supervision and implementation of programs; to perform a variety of tasks related to preparing for, setting up for, and cleaning up for programs and activities; and to organize supplies and perform facility maintenance. This position is temporary, hourly, and not overtime exempt.

DISTINGUISHING CHARACTERISTICS

This is the entry-level class in the Recreation Leader series. This class is distinguished from the Recreation Leader I by no requirement for a driver's license. Since this class is typically used as a training class, employees may have only limited or no prior work experience.

SUPERVISION RECEIVED AND EXERCISED

Receives immediate supervision from the assigned supervisor.

ESSENTIAL AND MARGINAL FUNCTION STATEMENTS--*Essential and other important responsibilities and duties may include, but are not limited to, the following:*

Essential Functions:

1. Provide responsible staff assistance and support to the assigned supervisor.
2. Assist with organizing and promoting interest in recreational programs and activities including sports, games, arts and crafts, day camp, recreational classes, and events.
3. Monitor activity of participants in recreation programs and activities; enforce rules and regulations of recreational programs to maintain discipline and ensure safety.
4. Set-up and clean-up for recreational programs and activities.
5. Help ensure that City recreational programs and activities start and finish in the prescribed manner and time frames.

6. Issue equipment for recreational programs and activities.
7. May assist with officiating games and keeping score for sports leagues.
8. Administer first aid according to prescribed procedures and notify emergency medical personnel when necessary.
9. Provide information to recreation participants; explain principles, techniques, and safety procedures to participants in recreational programs and activities; demonstrate use of materials and equipment.
10. May assist in minor maintenance of recreational facilities and equipment including cleaning and stocking facilities.
11. Help assess supplies and equipment needed for recreational programs.
12. May assist with senior/active adult events and programs.

Marginal Functions:

1. Assist with a variety of administrative reports on activities and operations.
2. Serve as emergency response worker as necessary.
3. Perform related duties and responsibilities as required.

QUALIFICATIONS

Knowledge of:

Fundamental rules and regulations governing a variety of recreational programs and activities.

Standard safety precautions.

Ability to:

Maintain records and reports.

Understand and follow oral and written instructions.

Communicate clearly and concisely, both orally and in writing.

Establish and maintain effective working relationships with those contacted in the course of work.

Maintain effective audio/visual discrimination and perception to the degree necessary for the successful performance of assigned duties.

Maintain mental capacity, which allows for effective interaction and communication with others.

Experience and Training Guidelines:

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

Experience

Some experience working with children or participation in recreation or sports programs is desirable.

Training

Equivalent to the completion of the tenth grade.

WORKING CONDITIONS

Environmental Conditions:

Indoor and outdoor recreational facilities; exposure to outside atmospheric conditions; may work in or around water and slippery surfaces; exposure to audio/video equipment and computer screens.

Physical Conditions:

Essential functions may require maintaining physical condition necessary for sifting, standing or walking for prolonged periods of time; travel to various locations; medium lifting, carrying, pushing and pulling; balancing; reaching; handling; use of fingers; talking; hearing; near acuity.

RECREATION ASSISTANT

Class specifications are intended to present a descriptive list of the range of duties performed by employees in the class. Specifications are not intended to reflect all duties performed within the job.

DEFINITION

To assist with the City's senior, youth, teen and adult sports and recreational programs, specialist classes, special events, after school programs, and senior/active adult programs; to provide on-site supervision and implementation of programs; to perform a variety of tasks related to organizing supplies and setting up and issuing equipment for recreational activities and preparing for special events and excursions; and to perform a variety of accounting and clerical duties involving financial record keeping in support of accounts receivable for recreation class and special events enrollments. This position is not overtime exempt. The City has the discretion to make occasional adjustments of the work week, work day or hours for this position to serve the interest of the City's operation and mission.

SUPERVISION RECEIVED AND EXERCISED

Receives direction from the assigned supervisor.

May exercise lead worker supervision over seasonal staff and volunteers.

ESSENTIAL AND MARGINAL FUNCTION STATEMENTS--*Essential and other important responsibilities and duties may include, but are not limited to, the following:*

Essential Functions:

1. Perform a variety of general clerical duties including typing, maintaining files and records, maintaining and ordering supplies and processing mail.
2. Assist with assigned City recreation programs; help set up for recreation activities and special events.
3. Provide responsible staff assistance and support to the assigned supervisor.
4. Serve as a receptionist; screen incoming telephone calls; transfer and direct calls to appropriate staff; take messages as necessary.
5. Provide customer service to the public on the phone and in person; greet visitors at the counter; refer visitor to appropriate person or department; respond to inquiries and complaints; provide forms to the public; provide information within prescribed policies and procedures.

6. Input and retrieve a variety of financial and registration data and information using a computer terminal and prepare accounts receivable records.
7. Prepare forms and spreadsheets and categorize revenue and registrations.
8. Provide technical and functional supervision over seasonal staff.
9. Issue equipment for recreational activities.
10. Assist with administrative tasks including registering participants for class and camp activities; the maintenance of attendance records; keep score at sporting events; operate audiovisual equipment.
11. Assist the assigned supervisor plan, develop, prepare, implement and manage recreational events; make flyers and advertisements to promote department activities.
12. Help assess supplies needed for events and requisition additional supplies as needed.
13. Help assure that City recreational activities start and finish in the prescribed manner and time frames.
14. Notify participants for scheduling events and registration requirements.
15. Monitor activity of children during day camp and recreational events and trips.
16. Monitor facilities and activities of users; unlock, lock and secure facilities as required.

Marginal Functions:

1. May assist in minor maintenance of recreational facilities and equipment; make recommendations to improve equipment and facilities.
2. May assist with senior/active adult nutrition program, including food preparation and delivery of meals.
3. Serve as emergency response worker as necessary.
4. Perform related duties and responsibilities as required.

QUALIFICATIONS

Knowledge of:

Operations, services and activities of assigned division and department.
Principles and practices of customer service.
Modern office procedures, methods, and equipment.
Basic letter writing and basic report preparation techniques.
Principles and procedures and record keeping and filing.
English usage, spelling, grammar, and punctuation.
Basic mathematical principles.
Fundamental rules and regulations governing a variety of adult and youth sports activities.
Techniques of planning, supervising and organizing recreation programs.
Principles and practices of recreation and leisure services and program development.
Rules and equipment used in various recreational activities.
Publicity techniques.
Basic first aid methods and techniques.
Standard safety precautions.
Principles of supervision, training, and performance evaluation.

Ability to:

Perform a variety of clerical support services.
Respond appropriately to citizen inquiries and complaints.
Learn fundamentals of financial record keeping.
Operate and use modern office equipment including computer, printers and copiers.
Type and/or enter data on a computer at a speed necessary for successful job performance.
Communicate clearly and concisely, both orally and in writing.
Interpret and explain policies and procedures.
Organize, lead and oversee the work of volunteers and part-time staff.
Maintain records and reports.
Work independently in the absence of supervision.
Understand and follow oral and written instructions.
Establish and maintain effective working relationships with those contacted in the course of work.
Maintain effective audio/visual discrimination and perception to the degree necessary for the successful performance of assigned duties.
Maintain mental capacity, which allows for effective interaction and communication with others.

Experience and Training Guidelines:

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

Experience

Two years of increasingly responsible recreation and clerical experience.

Training

Equivalent to the completion of the twelfth grade. Additional specialized or college level training in recreation programs, accounting, or clerical skills is desirable.

License or Certificate:

Possession of or ability to obtain and maintain an appropriate, valid California driver's license.

Possession of or ability to obtain, an appropriate, valid first aid and CPR certificate if requested.

WORKING CONDITIONS

Environmental Conditions:

Indoor and outdoor recreational facilities; irregular work hours; exposure to outside atmospheric conditions; may work in or around water and slippery surfaces; exposure to computer screens.

Physical Conditions:

Essential functions may require maintaining physical condition necessary for sitting, standing or walking for prolonged periods of time; travel to various locations; medium lifting, carrying, pushing and pulling; balancing; reaching; handling; use of fingers; talking; hearing; near acuity.

RECREATION/COMMUNITY SERVICES MANAGER

*Class specifications are intended to present a descriptive list of the range of duties performed by employees in the class. Specifications are **not** intended to reflect all duties performed within the job.*

DEFINITION

To plan, implement and administer adult and youth recreation and community services programs and activities; to assign and oversee staff, contractors, and volunteers providing safe and well managed recreation and community services programs including but not limited to adult and youth sports, leisure classes, special events, active adults/senior citizens, camps, library, public art, and other City programs; to supervise and manage the City's recreation and community services facilities; to supervise the operations of the active adult center if assigned; and to effectively market and promote these and other programs. This position is overtime exempt.

SUPERVISION RECEIVED AND EXERCISED

Receives direction from the Parks and Recreation Director or other assigned supervisor.

Exercises direct and primary supervision over supervisory, professional, technical, recreation and clerical support staff including volunteers; administers contracts and monitors performance.

ESSENTIAL AND MARGINAL FUNCTION STATEMENTS--*Essential and other important responsibilities and duties may include, but are not limited to, the following:*

Essential Functions:

1. Plan, prioritize, assign, supervise and review the work of staff, contractors, and volunteers responsible for planning and implementing recreation, community services, and related programs and special events.
2. Provide responsible staff assistance and support to the Parks and Recreation Director or other assigned supervisor.
3. Supervise, schedule and delegate duties to staff; review and process staff time cards; train staff, contractors, umpires, and officials on policies and procedures.
4. Administer recreation and community services programs; develop and manage contracts; schedule usage of facilities and approve park rental permits; oversee and process class registrations, payments, insurance policies, deposits, warrants and refunds; prepare instruction manuals, brochures, and ads; order required materials, supplies and awards.

5. May oversee maintenance and repair of recreation and community services facilities and equipment; work with contractors and vendors on building repairs and park facility improvements; inspect facility and grounds and test equipment; purchase program supplies and equipment; administer capital projects.
6. Participate in the selection and evaluation of staff; conduct staff interviews; provide or coordinate staff training; work with employees to correct deficiencies; implement discipline procedures.
7. Prepare and administer program and division budgets, submit budget recommendations, monitor expenditures, perform accounting for each program area as necessary, prepare various financial reports as required.
8. Schedule, implement, promote and publicize a variety of recreation and community services programs and special events; design, layout, edit, proofread and write brochures and newsletters; sell advertising, write press releases and public service announcements, prepare special event publicity flyers.
9. Prepare status reports to Parks and Recreation Director and City Manager, and prepare agenda reports to Parks and Recreation Commission, Arts Commission, Library Board, and City Council. May be directed to act as staff for Arts Commission and Library Board.
10. Develop and implement departmental, operational, administrative, program, and other policies, procedures, and forms.
11. Collect, compile, and analyze complex information from various sources on a variety of specialized topics related to assigned programs; prepare reports which present and interpret data, and identify alternatives; make and justify recommendations.
12. Prepare ordinances, resolutions and other supporting program documents; prepare and monitor program grants and related proposals.
13. Administer maintenance and service contracts; develop requests for proposals; conduct research on specifications.
14. Participate in the drafting and implementation of division goals, policies and procedures.
15. Receive and respond to complaints and questions from the general public; review problems and recommend corrective actions; prepare summary reports as required.

16. Make oral and written presentations to the City Council, Commissions and Boards, staff, the public and professional groups.
17. Participate in various committees; attend and participate in professional group meetings.

Marginal Functions:

1. Serve as emergency response worker as necessary.
2. Perform related duties and responsibilities as required.

QUALIFICATIONS

Knowledge of:

Operations, services and activities of City recreation and community services programs.
Recreation planning for adults, youth, teen and other targeted populations.
Principles of supervision, training, and performance evaluation.
Principles and practices of contract management.
Principles and practices of program development and administration.
Principles and practices of public relations.
Desktop publishing software and other types of software.
City forms, procedure, and policies.
Modern office procedures, methods, and equipment.
Marketing standards and practices.
Purchasing procedures and practices.
Principles and practices of recreation services and youth camp administration.
Pertinent Federal, State, and local laws, codes and regulations.
Prepare clear and concise reports.
Lead and instruct groups and individuals.
English usage, spelling, grammar, and punctuation.

Ability to:

Supervise, organize, and review the work of lower level staff.
Select, supervise, train and evaluate staff.
Interpret and explain City policies and procedures.
Develop and maintain financially self-supporting activities and programs.
Communicate clearly and concisely, both orally and in writing.
Plan and schedule multiple recreational and educational programs.
Operate and use modern office equipment including computer, printers and copiers.
Enter data on a computer at a speed necessary for successful job performance.
Produce publications through desktop publishing.
Recruit, motivate, and encourage volunteers.

Respond tactfully, clearly, concisely and appropriately to inquiries from the public, press or other agencies on sensitive issues in area of responsibility.

Establish and maintain effective working relationships with those contacted in the course of work including City officials and the general public.

Maintain physical condition appropriate to the performance of assigned duties and responsibilities.

Maintain mental capacity, which allows the capability of making sound decisions and demonstrating intellectual capabilities.

Maintain effective audio/visual discrimination and perception to the degree necessary for the successful performance of assigned duties.

Perform responsible and difficult administrative work involving the use of independent judgment and personal initiative.

Experience and Training Guidelines:

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

Experience

Six years of increasingly responsible experience in recreation planning and/or community services, including three years of supervisory or lead responsibility. Desirable community services experience includes active adults/senior citizens, library, community theater, and arts programs.

Training

Equivalent to a Bachelor's degree from an accredited college or university with major course work in recreation, physical education, leisure studies, sociology, communications, or a related field. A Master's degree is desirable.

License or Certificate:

Possession of or ability to obtain and maintain an appropriate, valid California driver's license.

Possession of or ability to obtain, an appropriate, valid CPR and basic first aid certificate.

WORKING CONDITIONS

Environmental Conditions:

Indoor and outdoor recreational facilities; irregular work hours; exposure to outside atmospheric conditions; may work in or around water and slippery surfaces, exposure to computer screens.

Physical Conditions:

Essential functions may require maintaining physical condition necessary for sitting, standing or walking for prolonged periods of time; travel to various locations; light to medium lifting, carrying, pushing and pulling; balancing; reaching; handling; use of fingers; talking; hearing; near acuity.

**RECREATION COORDINATOR I
RECREATION COORDINATOR II
RECREATION COORDINATOR III**

*Class specifications are intended to present a descriptive list of the range of duties performed by employees in the class. Specifications are **not** intended to reflect all duties performed within the job.*

DEFINITION

To plan, implement and administer youth, adult, and senior recreation and community service programs and activities; to assign and oversee staff providing safe and well managed recreation and community service programs including youth, adult and senior sports, leisure classes, special events, youth camps, senior/active adult programs, and other related City programs; to assist with the management of the City's recreation and Active Adult Center facilities, and to provide assistance with marketing and promotion of these and other programs. These positions are not overtime exempt. The City has the discretion to make occasional adjustments of the work week, work day or hours for these positions to serve the interest of the City's operation and mission.

DISTINGUISHING CHARACTERISTICS

Recreation Coordinator I -This is an entry-level class in the professional Recreation Coordinator series. This class is distinguished from the Recreation Coordinator II by the performance of the more routine tasks and duties assigned to positions within the series and employees at this level require more supervision and training.

Recreation Coordinator II -This is a journey-level class in the professional Recreation Coordinator series. This class is distinguished from the Recreation Coordinator I by additional experience and the performance of a wider range of duties as assigned. Employees at this level require less supervision and have the ability to act more independently.

Recreation Coordinator III -This is the full journey-level class in the professional Recreation Coordinator series. This class is distinguished from the Recreation Coordinator I by range of experience and the performance of the full range of duties as assigned. Employees at this level require minimal supervision, have the ability to act more independently, and receive only occasional instruction or assistance as new or unusual situations arise.

SUPERVISION RECEIVED AND EXERCISED

Recreation Coordinator I, II and III

Receives direction from the department director, division manager, or assigned supervisor.

Recreation Coordinator I – May exercise lead worker supervision over recreation and clerical staff and volunteers, and administers contracts and monitors performance.

Recreation Coordinator II – Exercises functional and technical supervision over recreation and clerical staff and volunteers, and administers contracts and monitors performance

Recreation Coordinator III – Exercises direct and primary supervision over recreation and clerical staff and volunteers, and administers contracts and monitors performance.

ESSENTIAL AND MARGINAL FUNCTION STATEMENTS—*Essential and other important responsibilities and duties may include, but are not limited to, the following:*

Recreation Coordinator I, II and III

Essential Functions:

1. Plan, prioritize, assign, supervise and review the work of staff responsible for leading and tracking recreation and community services programs, adult and youth sports, facilities, teen program, youth day camp, special events and excursions, and senior/active adult programs.
2. Provide responsible staff assistance and support to the assigned supervisor.
3. Supervise, schedule and delegate duties to staff; review and process staff time cards; trains staff on policies and procedures; train and evaluate staff, umpires, and officials.
4. Administer recreation and community services programs; assist with the development and management of instructor contracts; schedule usage of facilities and make park reservations; oversee and process class registrations, payments, insurance policies, deposits, warrants and refunds; schedule games, practices, classes, and playoffs; prepare instruction manuals, brochures, flyers and ads; and order required materials, supplies and awards.
5. May assist with oversight for maintenance and repair of recreation facilities and equipment; purchase program supplies and equipment.

6. Participate in the selection of temporary and seasonal staff; conduct staff interviews; provide or coordinate staff training; work with employees to correct deficiencies; implement discipline procedures.
7. Assist with the preparation of and administration of program and division budgets; monitor expenditures; perform accounting for each program area as necessary.
8. Schedule, implement, promote and publicize youth, adult, and senior recreation programs and special events; assist with the design, layout, edit, proofread and write quarterly recreation brochure, sell advertising, write press releases, post and handout flyers.
9. May coordinate Active Adult Center senior nutrition program, including manage and oversee staff assisting with all aspects of the senior nutrition program; assess effectiveness of program, and represent City on Senior Nutrition Action Council or similar organization.
10. Perform miscellaneous duties for the Parks, Recreation and Community Services Department; take park reservations.
11. May monitor or manage a community services program and site of operation.
12. Develop project proposals; conduct program evaluations.
13. Prepare analytical and statistical reports on operations and activities.

Marginal Functions:

1. Attend and participate in professional group meetings; stay abreast of new trends and innovations in the field of recreation.
2. Purchase supplies as needed.
3. Serve as emergency response worker as necessary.
4. Perform related duties and responsibilities as required.

QUALIFICATIONS

Recreation Coordinator I, II and III

Knowledge of:

Operations, services and activities of assigned division and department.

Recreation planning for adults, youth, teen and other targeted populations.
Techniques of planning, supervising, and organizing senior/active adult programs.
Principles of supervision, training, and performance evaluation.
Leadership and instruction of groups and individuals.
Principles and practices of customer service.
Principles and practices of contract management.
Desktop publishing software.
City forms, procedures, and policies.
Preparing clear and concise reports.
English usage, spelling, grammar, and punctuation.
Basic mathematical principles.
Modern office procedures, methods, and equipment.
Marketing standards and practices and publicity techniques.
Purchasing procedures and practices.
Modern and complex principles and practices of recreation services and camp administration.
Basic first aid methods and techniques.
Rules and equipment used for food preparation activities.
Standard safety and safe kitchen precautions.
Pertinent Federal, State, and local laws, codes and regulations.

Ability to:

Supervise, organize, and review the work of lower level staff.
Select, supervise, train and evaluate staff.
Interpret and explain City policies and procedures.
Communicate clearly and concisely, both orally and in writing.
Plan and schedule multiple recreational and educational programs.
Operate and use modern office equipment including computer, printers and copiers.
Enter data on a computer at a speed necessary for successful job performance.
Recruit, motivate, and encourage volunteers.
Respond tactfully, clearly, concisely and appropriately to inquiries from the public, press or other agencies on sensitive issues in area of responsibility.
Establish and maintain effective working relationships with those contacted in the course of work including City officials and the general public.
Maintain physical condition appropriate to the performance of assigned duties and responsibilities.
Maintain mental capacity, which allows the capability of making sound decisions and demonstrating intellectual capabilities.
Maintain effective audio/visual discrimination and perception to the degree necessary for the successful performance of assigned duties.

Experience and Training Guidelines:

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

Experience

Recreation Coordinator I - One year of increasingly responsible experience in recreation.

Recreation Coordinator II - Two years of increasingly responsible experience in recreation, including one year of lead worker responsibility.

Recreation Coordinator III - Three years of increasingly responsible experience in recreation, including two years of lead worker responsibility.

Training

Recreation Coordinator I, II and III

Equivalent to an Associate's degree from an accredited college or university with major course work in recreation, physical education, leisure studies, sociology, communications, or a related field.

License or Certificate:

Recreation Coordinator I, II and III

Possession of or ability to obtain, an appropriate, valid California driver's license.

Possession of or ability to obtain, an appropriate, valid CPR and basic first aid certificate.

WORKING CONDITIONS

Recreation Coordinator I, II and III

Environmental Conditions:

Indoor and outdoor recreational facilities; irregular work hours (evenings, weekends, and holidays); exposure to outside atmospheric conditions; may work in or around water and slippery surfaces; exposure to computer screens.

Physical Conditions:

Essential functions may require maintaining physical condition necessary for sitting, standing or walking for prolonged periods of time; travel to various locations; medium lifting, carrying, pushing and pulling; balancing; reaching; handling; use of fingers; talking; hearing; near acuity.

**RECREATION LEADER I
RECREATION LEADER II
RECREATION LEADER III**

Class specifications are intended to present a descriptive list of the range of duties performed by employees in the class. Specifications are not intended to reflect all duties performed within the job.

DEFINITION

To assist with the City's recreational programs, including classes, events, day camps, sports leagues, and senior/active adult programs; to provide on-site supervision and implementation of programs; to perform a variety of tasks related to preparing for, setting up for, and cleaning up for programs and activities; and to organize supplies and perform facility maintenance. These positions are temporary, hourly, and not overtime exempt.

DISTINGUISHING CHARACTERISTICS

Recreation Leader I – This is the journey level class in the Recreation Leader series. This class is distinguished from the Recreation Leader II by the performance of the more routine tasks and duties assigned to positions within the series.

Recreation Leader II – This is the mid-journey level class within the Recreation Leader series. Employees within this class are distinguished from the Recreation Leader I by the performance of the full range of duties as assigned. Employees at this level receive only occasional instruction or assistance as new or unusual situations arise, and are fully aware of the operating procedures and policies of the work unit. Positions in this class are flexibly staffed and are normally filled by advancement from the Recreation Leader I level, or when filled from the outside, applicants must have prior experience.

Recreation Leader III – This is the advanced journey level class in the Recreation Leader series. Positions at this level are distinguished from other classes within the series by the level of lead worker supervisory responsibility assumed and the complexity of duties assigned. Employees perform the most difficult and responsible types of duties assigned to classes within this series, including lead worker supervision over seasonal staff and volunteers. Employees at this level are required to be fully trained in all procedures related to assigned area of responsibility.

SUPERVISION RECEIVED AND EXERCISED

Recreation Leader I, II, and III receive immediate supervision from the assigned supervisor.

Recreation Leader III may exercise lead worker supervision over seasonal recreation staff and volunteers.

ESSENTIAL AND MARGINAL FUNCTION STATEMENTS--*Essential and other important responsibilities and duties may include, but are not limited to, the following:*

General Essential Functions:

1. Provide responsible staff assistance and support to the assigned supervisor.
2. Organize, lead, and promote interest in recreational programs and activities including sports, games, arts and crafts, day camp activities, recreational classes, and events.
3. Monitor activity of participants in recreation programs and activities; enforce rules and regulations of recreational programs to maintain discipline and ensure safety.
4. Set-up and clean-up for recreational programs and activities.
5. Help ensure that City recreational programs and activities start and finish in the prescribed manner and time frames.
6. Issue equipment for recreational programs and activities.
7. Officiate games and keep score for sports leagues.
8. Administer first aid according to prescribed procedures and notify emergency medical personnel when necessary.
9. Provide information to recreation participants; explain principles, techniques, and safety procedures to participants in recreational programs and activities; demonstrate use of materials and equipment.
10. Assist with administrative tasks including processing program registrations and facility reservations; maintain attendance and registration records; create and maintain program files.
11. Monitor facilities and activities of users; unlock, lock, and secure facilities as required.
12. Assist in minor maintenance of recreational facilities and equipment including cleaning and stocking facilities; make recommendations to improve equipment and facilities.

13. Help assess supplies and equipment needed for recreational programs.
14. Assist with active adult nutrition program, including food preparation and delivery of meals.

Recreation Leader III Essential Functions:

In addition to the Essential Functions above:

1. Assist the assigned supervisor to plan, develop, prepare, implement, and manage recreational events.
2. Prepare program packets, flyers, bulletins, newsletters, and advertisements to promote activities and inform participants.
3. Provide technical and functional supervision over seasonal staff and volunteers.

Marginal Functions:

1. Assist with a variety of administrative reports on activities and operations.
2. Serve as emergency response worker as necessary.
3. Perform related duties and responsibilities as required.

QUALIFICATIONS

Knowledge of:

Fundamental rules and regulations governing a variety of recreational programs and activities.

Equipment and supplies used in various recreational programs and activities.

Basic first aid methods and techniques.

Standard safety precautions.

In Addition Recreation Leader III:

Principles and practices of recreation and leisure services and program development.

Techniques of planning, supervising, and organizing recreation programs.

Publicity techniques.

Principles of supervision, training, and performance evaluation.

Ability to:

Understand and follow oral and written instructions.

Communicate clearly and concisely, both orally and in writing.
Establish and maintain effective working relationships with those contacted in the course of work.
Maintain effective audio/visual discrimination and perception to the degree necessary for the successful performance of assigned duties.
Maintain mental capacity, which allows for effective interaction and communication with others.
Apply general rules to specific problems to produce solutions that make sense.
Work independently in the absence of supervision.
Prepare and present written and oral reports.
Maintain records and reports.

In Addition Recreation Leader III:

Organize, assign, lead, and oversee the work of volunteers and seasonal staff.

Experience and Training Guidelines:

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

Experience

Recreation Leader I: Six months experience working in sports programs, day camps, recreation centers, schools, or related work experience.

Recreation Leader II: No less than one year (12 months) experience working in sports programs, day camps, recreation centers, schools, or related work experience.

Recreation Leader III: No less than two years (24 months) experience working in sports programs, day camps, recreation centers, schools, or related work experience. Lead worker supervisory experience is highly desirable.

Training

Recreation Leader I: Equivalent to the completion of the tenth grade.

Recreation Leader II: Equivalent to the completion of the twelfth grade.

Recreation Leader III: Equivalent to the completion of the twelfth grade. Additional specialized or college level training in recreation programs or a related field is highly desirable.

License or Certificate:

Possession of, or ability to obtain, an appropriate, valid first aid and CPR certificate.

Possession of, or ability to obtain and maintain, an appropriate, valid California driver's license.

WORKING CONDITIONS

Environmental Conditions:

Office and field environment. Indoor and outdoor recreational facilities; exposure to outside atmospheric conditions; may work in or around water and slippery surfaces; exposure to audio/visual equipment and computer screens.

Physical Conditions:

Essential functions may require maintaining physical condition necessary for sitting, standing, or walking for prolonged periods of time; travel to various locations; medium lifting, carrying, pushing and pulling; balancing; reaching; handling; use of fingers; talking; hearing; near acuity.

RECREATION LEADER IV

*Class specifications are intended to present a descriptive list of the range of duties performed by employees in the class. Specifications are **not** intended to reflect all duties performed within the job.*

DEFINITION

Under the general supervision of the assigned supervisor, performs a variety of duties to include: developing, coordinating, and implementing the City's teen recreation programs, classes, special events, and programs for middle school and high school age teens; seasonal day camps for adolescents; and general recreation programs and events. This position is not overtime exempt. The City has the discretion to make occasional adjustments of the work week, work day or hours for this position to serve the interest of the City's operation and mission. This position is not overtime exempt.

SUPERVISION RECEIVED AND EXERCISED

Receives direction from the division manager or Parks and Recreation Director.

Exercises lead worker supervision over recreation and clerical staff.

ESSENTIAL AND MARGINAL FUNCTION STATEMENTS--*Essential and other important responsibilities and duties may include, but are not limited to, the following:*

Essential Functions:

1. Plan, implement, evaluate, and coordinate a program of recreation activities for middle school age and high school age teens. This includes enrichment after school programs, dances, ski trips, summer programs, excursions, special events, and volunteer programs.
2. Plan, implement, evaluate, and coordinate the activities and responsibilities of the Moorpark Teen Council, including meetings, projects, events, outreach, information and referral, and publicity.
3. Plan, implement, evaluate and coordinate seasonal day camps for adolescents ages 5 through 12, including coordinating staff scheduling and assignments, managing registration and marketing, recommending and implementing policies, planning and developing enrichment and recreational activities and field trips, assisting with staff training, ordering and requisition of supplies, and facility set-up and maintenance.

4. Coordinate general recreation and community services programs; assist with overseeing instructor contracts; schedule usage of facilities and make park reservations; process class registrations, payments, insurance, deposits, warrants and refunds; schedule games, practices, and classes and playoffs.
5. Provide responsible staff assistance and support to the assigned supervisor.
6. Create and prepare marketing materials such as press releases, flyers, and posters.
7. Prepare for and maintain control during activities, and special events.
8. Assist with administrative tasks including the maintenance of attendance records; keep score at sporting events; operate audiovisual equipment.
9. Prepare, plan, develop, implement and manage special events; make flyers and advertisements to promote departmental activities.
10. Help supervise the collection and accounting of fees for program registration. Help assess supplies needed for events and requisition additional supplies as needed. Prepare budget recommendations for program activity areas.
11. Help assure that City recreational activities start and finish in the prescribed manner and time frames.
12. Notify participants, and their parents, for scheduling events and registration requirements.
13. May assist in minor maintenance of recreational facilities and equipment; make recommendations to improve equipment and facilities.
14. Supervise and monitor activity of participants during recreational activities, trips and tours, and extended care; unlock, lock and secure facilities as required.

Marginal Functions:

1. Serve as emergency response worker as necessary.
2. Perform related duties and responsibilities as required.

QUALIFICATIONS

Knowledge of:

Principles and practices of recreation, leisure services, and program development for teens and youth.
Techniques of planning, supervising, and organizing recreation teen and youth programs.
Rules and equipment used in various recreational activities.
Publicity techniques.
Basic first-aid methods and techniques.
Standard safety precautions.
Pertinent Federal, State, and local laws, codes and safety regulations.
Principles of supervision, training, and performance evaluation.
English usage, spelling, grammar, and punctuation.

Ability to:

Supervise and work effectively with teens, youth and adults.
Organize, lead, and oversee the work of teen volunteers and part-time staff.
Prepare and present written and oral reports.
Maintain records and reports.
Work independently in the absence of supervision.
Understand and follow oral and written instructions.
Communicate clearly and concisely, both orally and in writing.
Establish and maintain effective working relationships with those contacted in the course of work including the general public.
Maintain physical condition appropriate to the performance of assigned duties and responsibilities.
Maintain mental capacity, which allows the capability of making sound decisions and demonstrating intellectual capabilities.
Maintain effective audio/visual discrimination and perception to the degree necessary for the successful performance of assigned duties.

Experience and Training Guidelines:

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

Experience

One year of experience working with teens or youth in recreation or related fields.

Training

Equivalent to the completion of twelfth grade. Additional specialization or college level training in recreation programs or a related field is desirable.

License or Certificate:

Possession of or ability to obtain and maintain an appropriate, valid California driver's license.

Possession of or ability to obtain, an appropriate, valid CPR and basic first aid certificate.

WORKING CONDITIONS

Environmental Conditions:

Indoor and outdoor recreational facilities; irregular work hours, weekends, and holidays; exposure to outside atmospheric conditions; may work in or around water and slippery surfaces; exposure to computer screens.

Physical Conditions:

Essential functions may require making physical condition necessary for sitting, standing, or walking for prolonged periods of time; travel to various locations; medium lifting, carrying, pushing, and pulling; balancing; reaching; handling; use of fingers; talking; hearing; near acuity.

RECREATION SERVICES MANAGER

*Class specifications are intended to present a descriptive list of the range of duties performed by employees in the class. Specifications are **not** intended to reflect all duties performed within the job.*

DEFINITION

To plan, implement and administer adult and youth recreation programs and activities; to assign and oversee recreation staff, contractors, and volunteers providing safe and well managed recreation programs to children, teens, adults and other specialized customers including but not limited to adult and youth sports, leisure classes, special events, day camps and related programs; to manage recreation facilities, and to effectively market and promote these and other programs. This position is overtime exempt.

SUPERVISION RECEIVED AND EXERCISED

Receives direction from the Parks and Recreation Director, division head, or other assigned supervisor.

Exercises direct and primary supervision over supervisory, professional, technical, recreation and clerical support staff including volunteers; administers contracts and monitors performance.

ESSENTIAL AND MARGINAL FUNCTION STATEMENTS--*Essential and other important responsibilities and duties may include, but are not limited to, the following:*

Essential Functions:

1. Plan, prioritize, assign, supervise and review the work of staff responsible for planning and implementing recreation programs and special events; adult and youth sports, recreation facilities, recreation classes and excursions, teen programs, day camp, and clerical support staff.
2. Provide responsible staff assistance and support to the Parks and Recreation Director or other assigned supervisor.
3. Supervise, schedule and delegate duties to staff; review and process staff time cards; train staff, contractors, umpires, and officials on policies and procedures.
4. Administer recreation programs; develop and manage recreation contracts; schedule usage of facilities, make park reservations, and approve park rental permits; oversee and process class registrations, payments, insurance policies, deposits, warrants and refunds; schedule games, practices, and classes and

playoffs; prepare instruction manuals, brochures, and ads; order required materials, supplies and awards.

5. May oversee maintenance and repair of recreation facilities and equipment; work with contractors and vendors on building repairs and park facility improvements; inspect facility and grounds and test equipment; purchase program supplies and equipment.
6. Participate in the selection and evaluation of recreation staff; conduct staff interviews; provide or coordinate staff training; work with employees to correct deficiencies; implement discipline procedures.
7. Prepare and administer program and division budgets, submit budget recommendations, monitor expenditures, perform accounting for each program area as necessary, prepare various financial reports as required.
8. Schedule, implement, promote and publicize a variety of recreation programs and special events; design, layout, edit, proofread and write brochures and newsletters; sell advertising, write press releases and public service announcements, prepare special event publicity flyers.
9. Prepare analytical and statistical reports to Parks and Recreation Director, City Manager, Parks and Recreation Commission, and City Council on operations and activities.
10. Develop and implement departmental, operational, administrative, program, and other policies, procedures, and forms.
11. Collect, compile, and analyze complex information from various sources on a variety of specialized topics related to assigned programs; prepare reports which present and interpret data, and identify alternatives; make and justify recommendations.
12. Prepare ordinances, resolutions and other supporting program documents; prepare and monitor program grants and related proposals
13. Administer maintenance and service contracts; develop requests for proposals; conduct research on specifications.
14. Participate in the drafting and implementation of division goals, policies and procedures.
15. Receive and respond to complaints and questions from the general public; review problems and recommend corrective actions; prepare summary reports as required.

16. Make oral and written presentations to the City Council, Parks and Recreation Commission, staff, the public and professional groups.
17. Participate in various committees; attend and participate in professional group meetings.

Marginal Functions:

1. Serve as emergency response worker as necessary.
2. Perform related duties and responsibilities as required.

QUALIFICATIONS

Knowledge of:

Operations, services and activities of City recreation programs.
Recreation planning for adults, youth, teen and other targeted populations.
Principles of supervision, training, and performance evaluation.
Principles and practices of contract management.
Desktop publishing software and other types of software.
City forms, procedure, and policies.
Modern office procedures, methods, and equipment.
Marketing standards and practices.
Purchasing procedures and practices.
Modern and complex principles and practices of recreation services and youth camp administration.
Pertinent Federal, State, and local laws, codes and regulations.
Preparation of clear and concise reports.
English usage, spelling, grammar, and punctuation.

Ability to:

Supervise, organize, and review the work of lower level staff.
Select, supervise, train and evaluate staff.
Lead and instruct groups and individuals.
Interpret and explain City policies and procedures.
Develop and maintain financially self-supporting activities and programs.
Communicate clearly and concisely, both orally and in writing.
Plan and schedule multiple recreational and educational programs.
Operate and use modern office equipment including computer, printers and copiers.
Enter data on a computer at a speed necessary for successful job performance.
Produce publications through desktop publishing.
Recruit, motivate, and encourage volunteers.

Respond tactfully, clearly, concisely and appropriately to inquiries from the public, press or other agencies on sensitive issues in area of responsibility.
Establish and maintain effective working relationships with those contacted in the course of work including City officials and the general public.
Maintain physical condition appropriate to the performance of assigned duties and responsibilities.
Maintain mental capacity, which allows the capability of making sound decisions and demonstrating intellectual capabilities.
Maintain effective audio/visual discrimination and perception to the degree necessary for the successful performance of assigned duties.
Perform responsible and difficult administrative work involving the use of independent judgment and personal initiative.

Experience and Training Guidelines:

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

Experience

Four years of increasingly responsible experience in recreation planning, including two years of administrative and supervisory responsibility.

Training

Equivalent to a Bachelor's degree from an accredited college or university with major course work in recreation, physical education, leisure studies, sociology, communications, or a related field.

License or Certificate:

Possession of or ability to obtain and maintain an appropriate, valid California driver's license.

Possession of or ability to obtain, an appropriate, valid CPR and basic first aid certificate.

WORKING CONDITIONS

Environmental Conditions:

Indoor and outdoor recreational facilities; irregular work hours; exposure to outside atmospheric conditions; may work in or around water and slippery surfaces, exposure to computer screens.

Physical Conditions:

Essential functions may require maintaining physical condition necessary for sitting, standing or walking for prolonged periods of time; travel to various locations; medium lifting, carrying, pushing and pulling; balancing; reaching; handling; use of fingers; talking; hearing; near acuity.

RECREATION SPECIALIST

*Class specifications are intended to present a descriptive list of the range of duties performed by employees in the class. Specifications are **not** intended to reflect all duties performed within the job.*

DEFINITION

To plan, implement and administer adult and youth recreation programs and activities; to assign and oversee recreation staff providing safe and well managed recreation programs to teens and other specialized customers including adult and youth sports, leisure classes, special events, camps and other City programs; to manage the recreation center facility and gymnasium, and to effectively market and promote these and other programs. This position is not overtime exempt. The City has the discretion to make occasional adjustments of the work week, work day or hours for this position to serve the interest of the City's operation and mission.

SUPERVISION RECEIVED AND EXERCISED

Receives direction from the assigned supervisor.

Exercises functional and technical supervision over professional, technical, recreational, and clerical staff and volunteers, administers contracts and monitors performance.

ESSENTIAL AND MARGINAL FUNCTION STATEMENTS--*Essential and other important responsibilities and duties may include, but are not limited to, the following:*

Essential Functions:

1. Plan, prioritize, assign, supervise and review the work of staff responsible for leading and tracking recreation and educational programs, adult and youth sports, facilities, teen program/day camp, special events and excursions.
2. Provide responsible staff assistance and support to the Parks and Recreation Director or assigned supervisor.
3. Supervise, schedule and delegate duties to staff; review and process staff time cards; train staff on policies and procedures.
4. Administer recreation programs; develop and manage instructor and contract professional service agreements; schedule usage of facilities and make park reservations; oversee and process class registrations, payments, insurance policies, deposits, warrants and refunds; schedule games, practices, and classes and playoffs; prepare instruction manuals, brochures, flyers and ads; order required materials, supplies and awards.

5. May oversee maintenance and repair of recreation facilities and equipment; work with contractors and vendors on building repairs and improvements on new phases of park being established; inspect facility and grounds and test equipment; purchase program supplies and equipment.
6. Participate in the selection of recreation staff; conduct staff interviews; provide or coordinate staff training; prepare performance evaluations; work with employees to correct deficiencies; implement discipline procedures.
7. Preparation and administration of program and division budgets; submit budget recommendations; monitor expenditures; perform accounting for each program area as necessary.
8. Schedule, implement, promote and publicize adult and youth recreation programs and special events; design, layout, edit, proofread and write quarterly recreation brochure, sell advertising, write press releases, post and handout flyers.
9. Develop project proposals; conduct program evaluations.
10. Prepare analytical and statistical reports on operations and activities.

Marginal Functions:

1. Attend and participate in professional group meetings; stay abreast of new trends and innovations in the field of recreation.
2. Purchase supplies as needed.
3. Serve as emergency response worker as necessary.
4. Perform related duties and responsibilities as required.

QUALIFICATIONS

Knowledge of:

Operations, services and activities of a City recreation program.
Recreation planning for adults, youth, teen and other targeted populations.
Principles of supervision, training, and performance evaluation.
Principles and practices of contract management.
Desktop publishing software.
City forms, procedure, and policies.
Modern office procedures, methods, and equipment.

Marketing standards and practices.

Purchasing procedures and practices.

Modern and complex principles and practices of recreation services and camp administration.

Pertinent Federal, State, and local laws, codes and regulations.

English usage, spelling, grammar, and punctuation.

Ability to:

Supervise, organize, and review the work of lower level staff.

Select, supervise, train and evaluate staff.

Interpret and explain City policies and procedures.

Prepare clear and concise reports.

Lead and instruct groups and individuals.

Develop and maintain financially self-supporting activities and programs.

Communicate clearly and concisely, both orally and in writing.

Plan and schedule multiple recreational and educational programs.

Operate and use modern office equipment including computer, printers and copiers.

Enter data on a computer at a speed necessary for successful job performance.

Produce publications through desktop publishing.

Recruit, motivate, and encourage volunteers.

Respond tactfully, clearly, concisely and appropriately to inquiries from the public, press or other agencies on sensitive issues in area of responsibility.

Establish and maintain effective working relationships with those contacted in the course of work including City officials and the general public.

Maintain physical condition appropriate to the performance of assigned duties and responsibilities.

Maintain mental capacity, which allows the capability of making sound decisions and demonstrating intellectual capabilities.

Maintain effective audio/visual discrimination and perception to the degree necessary for the successful performance of assigned duties.

Experience and Training Guidelines:

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

Experience

Four years of increasingly responsible experience in recreation, including one year of lead worker supervisory experience.

Training

Equivalent to a Bachelor's degree from an accredited college or university with major course work in recreation, physical education, leisure studies, sociology, communications, or a related field. Two years of the education requirement may be substituted with four years of responsible recreation work experience.

License or Certificate:

Possession of or ability to obtain and maintain an appropriate, valid California driver's license.

Possession of or ability to obtain, an appropriate, valid CPR and basic first aid certificate.

WORKING CONDITIONS

Environmental Conditions:

Indoor and outdoor recreational facilities; irregular work hours; exposure to outside atmospheric conditions; may work in or around water and slippery surfaces; exposure to computer screens.

Physical Conditions:

Essential functions may require maintaining physical condition necessary for sitting, standing or walking for prolonged periods of time; travel to various locations; medium lifting, carrying, pushing and pulling; balancing; reaching; handling; use of fingers; talking; hearing; near acuity.

RECREATION SUPERVISOR

*Class specifications are intended to present a descriptive list of the range of duties performed by employees in the class. Specifications are **not** intended to reflect all duties performed within the job.*

DEFINITION

To perform a wide variety of responsible and complex administrative and analytical duties; to oversee assigned administrative processes, procedures and programs; to plan, implement and administer adult and youth recreation programs and activities; to assign and oversee recreation staff providing safe and well managed recreation programs to teens and other specialized customers including adult and youth sports, leisure classes, special events, camps and other City programs; to manage the recreation center facility and gymnasium, and to effectively market and promote these and other programs. This position is overtime exempt.

SUPERVISION RECEIVED AND EXERCISED

Receives direction from the Parks and Recreation Director, division head, or other assigned supervisor.

Exercises direct and primary supervision over supervisory, professional, technical, recreational, and clerical staff and volunteers, administers contracts and monitors performance.

ESSENTIAL AND MARGINAL FUNCTION STATEMENTS--*Essential and other important responsibilities and duties may include, but are not limited to, the following:*

Essential Functions:

1. Provide responsible staff assistance and support to the Parks and Recreation Director or assigned supervisor.
2. Participate in the selection of recreation staff; conduct staff interviews; provide or coordinate staff training; prepare performance evaluations; work with employees to correct deficiencies; implement discipline procedures when authorized by assigned supervisor.
3. Supervise, schedule and delegate duties to staff; review and process staff time cards; train staff on policies and procedures.

4. Plan, prioritize, assign, supervise and review the work of staff responsible for leading and tracking recreation and educational programs, adult and youth sports, facilities, teen program/day camp, special events and excursions.
5. Administer recreation programs; develop and manage instructor and contract professional service agreements; schedule usage of facilities, make park reservations, and approve park rental permits; oversee and process class registrations, payments, insurance policies, deposits, warrants and refunds; schedule games, practices, and classes and playoffs; prepare instruction manuals, brochures, flyers and ads; order required materials, supplies and awards.
6. May oversee maintenance and repair of recreation facilities and equipment; work with contractors and vendors on building repairs and improvements on new phases of park being established; inspect facility and grounds and test equipment; purchase program supplies and equipment.
7. Schedule, implement, promote and publicize adult and youth recreation programs and special events; design, layout, edit, proofread and write quarterly recreation brochure, sell advertising, write press releases.
8. Preparation and administration of program and division budgets; submit budget recommendations; monitor expenditures; perform accounting for each program area as necessary.
9. Participate in the drafting and implementation of department goals, policies and procedures.
10. Receive and respond to complaints and questions from the general public; review problems and recommend corrective actions; prepare summary reports as required.
11. Participate in special projects and studies including complex research of new programs and services, budget analysis and preparation, and feasibility analyses; prepare and present reports.
12. Prepare resolutions, ordinances and other supporting program documents; prepare and monitor program grants and related proposals.
13. Prepare comprehensive technical records and analytical reports pertaining to assigned area of responsibility; conduct research and comprehensive data collection efforts to support analysis.
14. Develop and design departmental, operational and administrative procedures or forms as required.

15. Participate in various committees; attend and participate in professional group meetings.
16. Make oral and written presentations to the City Council, staff, the public and professional groups.

Marginal Functions:

1. Attend and participate in professional group meetings; stay abreast of new trends and innovations in the field of recreation.
2. Purchase supplies as needed.
3. Serve as emergency response worker as necessary.
4. Perform related duties and responsibilities as required.

QUALIFICATIONS

Knowledge of:

Operations, services and activities of a City recreation program.
Recreation planning for adults, youth, teen and other targeted populations.
Principles of supervision, training, and performance evaluation.
Principles and practices of contract management.
Desktop publishing software.
City forms, procedure, and policies.
Modern office procedures, methods, and equipment.
Marketing standards and practices.
Purchasing procedures and practices.
Modern and complex principles and practices of recreation services and camp administration.
Pertinent Federal, State, and local laws, codes and regulations.
English usage, spelling, grammar, and punctuation.

Ability to:

Supervise, organize, and review the work of lower level staff.
Select, supervise, train and evaluate staff.
Interpret and explain City policies and procedures.
Prepare clear and concise reports.
Lead and instruct groups and individuals.
Develop and maintain financially self-supporting activities and programs.
Communicate clearly and concisely, both orally and in writing.

- Plan and schedule multiple recreational and educational programs.
- Operate and use modern office equipment including computer, printers and copiers.
- Enter data on a computer at a speed necessary for successful job performance.
- Produce publications through desktop publishing.
- Recruit, motivate, and encourage volunteers.
- Respond tactfully, clearly, concisely and appropriately to inquiries from the public, press or other agencies on sensitive issues in area of responsibility.
- Establish and maintain effective working relationships with those contacted in the course of work including City officials and the general public.
- Maintain physical condition appropriate to the performance of assigned duties and responsibilities.
- Maintain mental capacity, which allows the capability of making sound decisions and demonstrating intellectual capabilities.
- Maintain effective audio/visual discrimination and perception to the degree necessary for the successful performance of assigned duties.
- Perform responsible and difficult administrative work involving the use of independent judgment and personal initiative.

Experience and Training Guidelines:

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

Experience

Four years of increasingly responsible experience in recreation, including two years of lead worker supervisory experience.

Training

Equivalent to a Bachelor's degree from an accredited college or university with major course work in recreation, physical education, leisure studies, sociology, communications, or a related field.

License or Certificate:

Possession of or ability to obtain and maintain an appropriate, valid California driver's license.

Possession of or ability to obtain, an appropriate, valid CPR and basic first aid certificate.

WORKING CONDITIONS

Environmental Conditions:

Indoor and outdoor recreational facilities; irregular work hours; exposure to outside atmospheric conditions; may work in or around water and slippery surfaces; exposure to computer screens.

Physical Conditions:

Essential functions may require maintaining physical condition necessary for sitting, standing or walking for prolonged periods of time; travel to various locations; medium lifting, carrying, pushing and pulling; balancing; reaching; handling; use of fingers; talking; hearing; near acuity.

SENIOR CIVIL ENGINEER

*Class specifications are intended to present a descriptive list of the range of duties performed by employees in the class. Specifications are **not** intended to reflect all duties performed within the job.*

DEFINITION

To perform under supervision various professional field and office engineering work related to the planning, design, construction and maintenance of City capital improvement projects, City infrastructure, and daily department operations; confer with developers, contractors and representatives of other agencies regarding facility and infrastructure development; to administer professional services and construction contracts; provide professional assistance to the City Engineer/Public Works Director and Assistant City Engineer in areas of expertise; prepare plans and specifications; perform a variety of studies; and prepare and present staff reports; design and prepare project documents; and perform related work as required. This position is overtime exempt.

DISTINGUISHING CHARACTERISTICS

This is the advanced journey level class in the professional engineer series. Positions at this level are distinguished from other classes within the series by the level of responsibility assumed and the complexity of duties assigned. Employees perform the most difficult and responsible types of duties assigned to classes within this series including project design, and responsibility for compliance with the most complex Federal, State, and local regulations. Employees at this level may supervise lower associate and lower level staff and are required to be fully experienced in all procedures related to assigned areas of responsibility.

SUPERVISION RECEIVED AND EXERCISED

Receives direction from the City Engineer/Public Works Director.

May exercise direct and primary supervision over professional, technical and clerical staff and administer contracts and monitor performance.

ESSENTIAL AND MARGINAL FUNCTION STATEMENTS--*Essential and other important responsibilities and duties may include, but are not limited to, the following:*

Essential Functions:

1. Participate in the conduct of complex engineering projects, including research, design and review for a variety of public works and utility capital improvements, and construction; provide supervisory lead for assigned projects and programs.
2. Provide responsible staff assistance and support to the City Engineer/Public Works Director.
3. Assist with the development and implementation of Public Works Department goals, objectives, policies, and priorities for each assigned service area.
4. Participate in project planning, design and preparation of specifications, drawings and contract documents for a variety of engineering projects.
5. Evaluate compliance with laws, ordinances and acceptable engineering standards and determine appropriate corrections or improvements.
6. Administer contracts for capital and development projects.
7. Research, identify, prepare applications, and administer grant funding sources.
8. Determine the scope of engineering projects; prepare requests for proposals and contracts for consulting services; develop plans, specifications and other contract documents for a variety of engineering projects; make technical engineering decisions and assist with development of technical criteria and standards, calculate the quantity, quality, and cost of materials used for various projects.
9. Review plans and calculations of consulting engineers and private contractors for conformance with regulations, specifications, and/or conditions of approval.
10. Serve as resident engineer during construction; conduct or supervise field inspections of construction sites and other sites.
11. Supervise and participate in the design and construction of capital improvement projects.
12. Initiate and conduct engineering planning studies.

13. Perform consultant oversight including the selection of consultants and participate in and oversee the preparation of plans, specifications and cost estimates.
14. Participate in the development of the Public Works Department budget; assist with the forecast of funds needed for staffing, equipment, materials, and supplies, and recommend budgetary adjustments as appropriate and necessary; assist with procurement of equipment and capital project budget monitoring; and assist with engineering fee analysis.
15. Assist in the management, coordination, inspection, and progress of assigned projects, including capital projects, and ensure conformance with contract plans and specifications; make recommendations on approval of progress payments and change orders, prepare progress reports on projects under construction, and maintain project files.
16. Manage city service contracts, including contract development, coordination, and review of services and processing of invoices.
17. Prepare and review maps, easement language, legal descriptions, and deeds.
18. Approve documents and reports and perform other duties requirement certification as a Professional Engineer in the State of California.
19. Attend and participate in professional group meetings; stay abreast of new trends and innovations in the fields of City Engineering and Public Works.
20. Interpret and apply Federal, State and local policies, laws and regulations.
21. May attend and make presentations at City Council and other meetings.

Marginal Functions:

1. Serve as emergency response worker as necessary.
2. Perform related duties and responsibilities as required.

QUALIFICATIONS

Knowledge of:

Engineering principles and practices as applied to city engineer/public works, including planning and development, and design and construction
Methods and techniques used in the preparation of public works project designs and related plans, specifications, cost estimates and reports

Operations, services and activities of a comprehensive municipal public works program.
National Pollutant Discharge Elimination System (NPDES) requirements for capital projects, development projects, and maintenance activities.

Practices of public transit and paratransit programs.

Floodplain management.

Management skills to analyze programs, policies and operational needs.

Principles and practices of program development and administration.

Principles and practices of municipal budget preparation and administration.

Assessment District management.

Technical report writing.

Principles and practices of contract administration.

Modern office procedures, methods, and equipment.

Purchasing procedures and practices.

Grant application procedures and grant administration.

Principles of supervision, training, and performance evaluation.

Principles of advanced mathematics and their application to engineering work.

Pertinent Federal, State, and local laws, codes and regulations.

English usage, spelling, grammar, and punctuation.

Ability to:

Delegate authority and responsibility.

Lead and direct the operations, services and activities of a comprehensive municipal public works department.

Develop and administer departmental goals, objectives, and procedures.

Effectively manage contracts and evaluate the work of contractors.

Prepare clear and concise administrative and financial reports.

Prepare and administer large and complex budgets.

Analyze problems, identify alternative solutions, project consequences of proposed actions and implement recommendations in support of goals.

Respond tactfully, clearly, concisely, and appropriately to inquiries from the public, press, or other agencies on sensitive issues in area of responsibility.

Operate and use modern office equipment including computer, printers and copiers.

Enter data on a computer at a speed necessary for successful job performance.

Research, develop and prepare ordinances, resolutions, contracts, and technical reports and associated summary data for presentation to City Council and others.

Interpret and apply Federal, State and local policies, laws and regulations.

Communicate clearly and concisely, both orally and in writing.

Establish and maintain effective working relationships with those contacted in the course of work.

Maintain physical condition appropriate to the performance of assigned duties and responsibilities.

Maintain mental capacity, which allows the capability of making sound decisions and demonstrating intellectual capabilities.

Maintain effective audio/visual discrimination and perception to the degree necessary for the successful performance of assigned duties.
Perform responsible and difficult administrative work involving the use of independent judgment and personal initiative.

Experience and Training Guidelines:

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

Experience

Six years of professional engineering experience, including experience in municipal engineering and public works, and two years of supervisory experience.

Training

Equivalent to a Bachelor's degree from an accredited college or university with major course work in civil engineering or a related engineering field. A Master's degree is desirable.

License or Certificate:

A valid certificate of registration as a Professional Engineer (Civil) issued by the State of California.

Possession of or ability to obtain and maintain an appropriate, valid California driver's license.

WORKING CONDITIONS

Environmental Conditions:

Office and field environment; travel from site to site; exposure to computer screens; exposure to outside atmospheric conditions, dust and noise; work on slippery or uneven surfaces.

Physical Conditions:

Essential functions may require maintaining physical condition necessary for sitting, standing, bending, kneeling, squatting, or walking for prolonged periods of time; travel to various locations; operating motorized vehicles; medium lifting, carrying, pushing and pulling; climbing; balancing; stooping; reaching; handling; use of fingers; talking; hearing; near and far acuity; depth perception.

SENIOR HOUSING ANALYST

*Class specifications are intended to present a descriptive list of the range of duties performed by employees in the class. Specifications are **not** intended to reflect all duties performed within the job.*

DEFINITION

To administer and coordinate the activities and operations of the City's affordable housing programs including for-sale first time home buyer housing, rental units, and rehabilitation programs; coordinate code compliance activities; perform a wide variety of responsible and complex administrative and analytical duties; oversee assigned administrative processes, procedures and programs; and provide information and assistance to the public regarding assigned programs and services. This position is overtime exempt.

SUPERVISION RECEIVED AND EXERCISED

Receives direction from division manager or department head.

Exercises direct and primary supervision over technical, professional and clerical staff, administers contracts and monitors performance.

ESSENTIAL AND MARGINAL FUNCTION STATEMENTS--*Essential and other important responsibilities and duties may include, but are not limited to, the following:*

Essential Functions:

1. Oversee and participate in the development, implementation, and maintenance of the City's affordable housing programs, which may include for-sale first time home buyer housing, rental units, and rehabilitation programs;
2. Assume direct responsibility for monitoring and administering assigned program areas; oversee assigned administrative support functions including budget; may direct the work activities of assigned clerical and technical personnel or other subordinate staff; participate in employee selection; prioritize and coordinate work assignments; review work for accuracy.
3. Provide responsible staff assistance and support to assigned management staff and department or program area.
4. Participate in the drafting and implementation of department goals, policies and procedures.

5. Develop and implement operational, administrative, program, and other policies and procedures; assist in contract negotiations; prepare employee evaluations.
6. Analyze the preparation and administration of assigned budget(s); maintain and monitor appropriate budgeting controls; prepare various financial reports as required.
7. Collect, compile, and analyze complex information from various sources on a variety of specialized topics related to assigned programs; prepare reports which present and interpret data, and identify alternatives; make and justify recommendations.
8. Administer maintenance and service contracts; develop requests for proposals; conduct research on specifications.
9. Receive and respond to complaints and questions from the general public; review problems and recommend corrective actions; prepare summary reports as required.
10. Participate in special projects and studies including complex research of new programs and services, budget analysis and preparation, and feasibility analyses; prepare and present reports.
11. Prepare agenda reports, resolutions, ordinances and other supporting program documents; prepare and monitor program grants and related proposals.
12. Assist with bond issues including preparation of debt service projections, analysis, and compliance monitoring.
13. Prepare comprehensive technical records and analytical reports pertaining to assigned area of responsibility; conduct research and comprehensive data collection efforts to support analysis.
14. Develop and design departmental, operational and administrative procedures or forms as required.
15. Participate in various committees; attend and participate in professional group meetings.
16. Make oral and written presentations to the City Council, staff, the public and professional groups.
17. Prepare press releases, newspaper articles, public service announcements and newsletters.

18. Participate in contract administration with outside consultants and developers.
19. Serve as a liaison with public and private organizations, community groups and other social organizations; make presentations as required.
20. May direct and coordinate City code compliance activities for the Community Development Department.

Marginal Functions:

1. Serve as emergency response worker as necessary.
2. Perform related duties and responsibilities as required.

QUALIFICATIONS

Knowledge of:

Principles and practices of building construction, structural design, and processing procedures for land development.

Pertinent building related codes, ordinances, and regulations enforced by the City for residential construction, including the Uniform Building Code, plumbing, electrical, and mechanical codes, zoning ordinances, general land use codes, and related City codes and state mandated regulations.

Geographic information system software.

Technical report writing.

Methods and techniques of research and analysis related to urban development and environmental impact assessment.

Affordable housing programs including deed restriction provisions, home mortgage financing and related procedures.

Principles and practices of tax increment financing.

Principles and practices of state and federal tax credit financing, home mortgage financing and other forms of public assistance provided for private for-profit and non-profit housing developments.

Management skills to analyze programs, policies and operational needs.

Negotiation strategies.

Principles and practices of contract administration.

Principles and practices of program development and administration.

Principles and practices of municipal budget preparation and administration.

Purchasing procedures and practices.

Modern office procedures, methods, and equipment.

Principles of supervision, training, and performance evaluation.

Pertinent Federal, State, and local laws, codes and regulations including California Environmental Quality Act (CEQA).

English usage, spelling, grammar, and punctuation.

Ability to:

- Perform complex administrative and analytical activities for assigned programs.
- Conduct financial research and analysis.
- Independently perform the most difficult administrative and analytical activities in the area of work assigned.
- Understand the organization and operation of the assigned department and outside agencies as necessary to assume assigned responsibilities.
- Interpret and apply administrative and departmental policies and procedures.
- Effectively manage contracts and evaluate the work of contractors.
- Research, analyze, and evaluate programs, policies, and procedures.
- Analyze problems, identify alternative solutions, project consequences of proposed actions and implement recommendations in support of goals.
- Research, develop and prepare ordinances, resolutions, contracts, and technical reports and associated summary data for presentation to City Council and others.
- Prepare clear and concise reports.
- Operate and use modern office equipment including computer, printers and copiers.
- Enter data on a computer at a speed necessary for successful job performance.
- Research, analyze, and evaluate new service delivery methods, procedures and techniques.
- Research and prepare effective grant proposals.
- Independently prepare correspondence and memoranda.
- Communicate clearly and concisely, both orally and in writing.
- Respond tactfully, clearly, concisely and appropriately to inquiries from the public, press or other agencies on sensitive issues in area of responsibility.
- Establish and maintain effective working relationships with those contacted in the course of work.
- Maintain mental capacity, which allows the capability of making sound decisions and demonstrating intellectual capabilities.
- Maintain effective audio/visual discrimination and perception to the degree necessary for the successful performance of assigned duties.
- Maintain physical condition appropriate to the performance of assigned duties and responsibilities.
- Perform responsible and difficult administrative work involving the use of independent judgment and personal initiative.

Experience and Training Guidelines:

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

Experience

Four years of increasingly responsible public agency or non-profit agency affordable housing program experience, including one year of lead worker supervisory experience. Experience with development of affordable for-sale and rental housing, financing, and rehabilitation programs is desirable.

Training

Equivalent to a Bachelor's degree from an accredited college or university with major course work in public administration, business administration or a related field.

License or Certificate:

Possession of or ability to obtain and maintain an appropriate, valid California driver's license.

WORKING CONDITIONS

Environmental Conditions:

Office environment; occasional field environment; exposure to computer screens.

Physical Conditions:

Essential functions may require maintaining physical condition necessary for sitting for prolonged periods of time; light lifting, carrying, pushing and pulling; reaching; handling; use of fingers; talking; hearing; near acuity.

SENIOR HUMAN RESOURCES ANALYST

*Class specifications are intended to present a descriptive list of the range of duties performed by employees in the class. Specifications are **not** intended to reflect all duties performed within the job.*

DEFINITION

This is the highest journey level position in the Human Resources Analyst series. Positions at this level are distinguished from the Analyst level by having a broader application and organizational knowledge in human resources administration, assisting with more complex and varied tasks, understanding human resources theories and principles, and the exercise of independent judgment and initiative within the scope of their authority. This position performs a wide variety of responsible and complex administrative and analytical duties such as to oversee assigned administrative processes, procedures and programs; to perform a wide variety of personnel administration duties involving recruitment, benefit administration, and workers' compensation administration; to coordinate employee events, training and employee development programs; to provide information and assistance to City employees regarding City personnel policies and procedures; to assist with and perform assigned risk management activities; and to provide administrative support to the Personnel Director or Personnel Officer as designated in the City's Personnel Rules. This position is overtime exempt.

SUPERVISION RECEIVED AND EXERCISED

Receives direction from the Personnel Director or Personnel Officer.

Exercises direct and primary supervision over technical and clerical staff, administers contracts and monitors performance.

ESSENTIAL AND MARGINAL FUNCTION STATEMENTS--*Essential and other important responsibilities and duties may include, but are not limited to, the following:*

Essential Functions:

1. Provide responsible staff assistance and support to the Personnel Director or Personnel Officer.
2. Plan and coordinate recruitment and selection activities; including the preparation of job announcements and advertisements, answer telephone inquiries; arrange testing and interviews, conduct background checks; prepare employment letters; arrange for physicals and fingerprinting; conduct new employee orientation.

3. Process employee separations including resignations and dismissals; oversee employee evaluation process to insure timely and thorough reports and personnel action forms; maintain personnel records and files.
4. Prepare and process all mandatory forms for all workers' compensation injuries; coordinate activities with City's claims administrator; maintain employee injury records and prepare and post annual injury log as required by Cal/OSHA.
5. Assist City's Risk Manager, as needed, on insurance and liability matters, including employee safety training and inspections, appropriate record keeping and notification, and participating on the Safety Committee.
6. May oversee risk management, insurance and loss control and serve as the City's Risk Manager.
7. Assume direct responsibility for employee benefits administration, including retirement, deferred compensation, employee assistance program, insurance plans, and flexible spending accounts; assist employees with claims and benefit related questions and concerns; and coordinate employee briefings and provide for initial and open enrollments for such programs.
8. Plan and implement employee recognition activities.
9. Assist with coordination of City's volunteer program including recruitment, recognition, and maintaining appropriate records.
10. Provide technical support as needed for labor relations negotiations.
11. Assist with administration of classification and compensation plans and as needed labor agreement(s).
12. Assist with customer service enhancement activities.
13. Monitor conformance with federal, state and local personnel laws, regulations and policies such as child labor, Immigration and Naturalization, ADA, FMLA, California Family Rights Act, Pregnancy Disability Act, FLSA, COBRA, EEOC, Affordable Care Act, and prepare all bulletin board postings as required.
14. Serve as City's contact for employment verification, reference checks, wage and earnings assignment orders, state disability and unemployment claims, and similar matters.

15. Coordinate, monitor, and provide employee training and development programs including providing information about training opportunities to City Departments and employees, documenting training received in personnel files, and evaluating the effectiveness and quality of the training provided.
16. Assume direct responsibility for monitoring and administering assigned program areas; assist in assigned administrative support functions including budget; may direct the work activities of assigned clerical and technical personnel or other subordinate staff; participate in employee selection; prioritize and coordinate work assignments; review work for accuracy.
17. Provide responsible staff assistance and support to assigned management staff and department or program area.
18. Assist in developing and implementing operational, administrative, program, and other policies and procedures; assist in contract negotiations; prepare and review employee performance evaluations.
19. Collect, compile, and analyze complex information from various sources on a variety of specialized topics related to assigned programs; prepare reports which present and interpret data, and identify alternatives; make and justify recommendations.
20. Participate in the drafting and implementation of Human Resources/Risk Management Division goals, policies and procedures.
21. Receive and respond to complaints and questions from the general public; review problems and recommend corrective actions; prepare summary reports as required.
22. Participate in special projects and studies including complex research of new programs and services, budget analysis and preparation, and feasibility analyses; prepare and present reports.
23. Prepare comprehensive technical records and analytical reports pertaining to assigned area of responsibility; conduct research and comprehensive data collection efforts to support analysis.
24. Develop and design departmental, operational and administrative procedures or forms as required.
25. Attend and participate in professional group meetings.

26. Make oral and written presentations to the City Council, staff, the public and professional groups.
27. Assist with contract administration for private consultants.

Marginal Functions:

1. Assist in a variety of department operations; perform special projects and assignments as requested.
2. Serve as emergency response worker as necessary.
3. Perform related duties and responsibilities as required.

QUALIFICATIONS

Knowledge of:

Legal aspects of human resources management including unfair labor practices, discrimination and illegal harassment, and other matters related to employment law.

Pertinent Federal, State and local laws, codes and regulations including PERS, ADA, FMLA, California Family Rights Act, Pregnancy Disability Act, FLSA, Affordable Care Act, and COBRA.

Principles and practices of employee recruitment, selection, and management.

General risk management related laws, policies and procedures

Principles of mathematics and statistics.

Principles of supervision, training, and performance evaluation.

Principles and practices of budget administration.

Principles and practices of contract administration.

Methods of research, program analysis, and report preparation.

Policies and procedures of the assigned department.

Public relations techniques.

Principles and procedures of accounting and procurement practices.

English usage, spelling, grammar, and punctuation.

Modern office procedures, methods, and equipment.

Spreadsheet, word processing and human resources and financial management software.

Principles and procedures of record keeping.

Research, analytical techniques and the public policy development theory.

Pertinent Federal, State and local laws, codes and regulations.

Ability to:

Coordinate, organize, and review the work of staff in the area of work assigned.

- Interpret and explain City rules, policies and procedures.
- Perform complex administrative and analytical activities for assigned programs.
- Maintain confidentiality of information.
- Independently perform administrative and analytical activities in the area of work assigned.
- Understand the organization and operation of the assigned department and outside agencies as necessary to assume assigned responsibilities.
- Interpret and apply administrative and departmental policies and procedures.
- Effectively manage contracts and evaluate the work of contractors.
- Research, analyze, and evaluate programs, policies, and procedures.
- Analyze problems, identify alternative solutions, project consequences of proposed actions and implement recommendations in support of goals.
- Research, develop and prepare ordinances, resolutions, contracts, and technical reports and associated summary data for presentation to City Council and others.
- Prepare clear and concise reports.
- Operate and use modern office equipment including computer, printers and copiers.
- Enter data on a computer at a speed necessary for successful job performance.
- Research, analyze, and evaluate new service delivery methods, procedures and techniques.
- Independently prepare correspondence and memoranda.
- Communicate clearly and concisely, both orally and in writing.
- Respond tactfully, clearly, concisely and appropriately to inquiries from the public, press or other agencies on sensitive issues in area of responsibility.
- Establish and maintain effective working relationships with those contacted in the course of work.
- Maintain mental capacity, which allows the capability of making sound decisions and demonstrating intellectual capabilities.
- Maintain effective audio/visual discrimination and perception to the degree necessary for the successful performance of assigned duties.
- Maintain physical condition appropriate to the performance of assigned duties and responsibilities.
- Perform responsible and difficult administrative work involving the use of independent judgment and personal initiative.

Experience and Training Guidelines:

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

Experience

Five years of increasingly responsible human resources experience, including administrative and analytical experience, preferably within a local government environment, and including two years of supervisory responsibility.

Training

Equivalent to a Bachelor's degree from an accredited college or university with major course work in public administration, business administration or a related field.

License or Certificate:

Possession of or ability to obtain and maintain an appropriate, valid California driver's license. Certification from a professional, public sector, human resources association is desirable.

WORKING CONDITIONS

Environmental Conditions:

Office environment; occasional field environment; exposure to computer screens.

Physical Conditions:

Essential functions may require maintaining physical condition necessary for sitting for prolonged periods of time; light lifting, carrying, pushing and pulling; reaching; handling; use of fingers; talking; hearing; near acuity.

SENIOR INFORMATION SYSTEMS ANALYST

*Class specifications are intended to present a descriptive list of the range of duties performed by employees in the class. Specifications are **not** intended to reflect all duties performed within the job.*

DEFINITION

To perform a variety of complex duties in the design, development, testing, management and maintenance of the City's computerized information systems, including maintaining hardware and software configurations and implementing new information systems technology; assisting with Local Area Network (LAN) and City Home Page administration; and providing highly responsible and complex administrative support to the assigned department head. This position is overtime exempt.

DISTINGUISHING CHARACTERISTICS

This is the highest journey level position in the Information Systems Analyst series. Positions at this level are distinguished from the Analyst level by having broader application and organizational knowledge to lead in the prioritizing of Citywide needs for new systems or enhancements to existing systems; having more specialized technical knowledge and the ability to provide more leadership and strategic direction; applying best practices and business principles while serving as project leader and chief technical representative to assigned projects; developing new projects; meeting with project stakeholders and creating written project plans. This position receives only occasional guidance regarding objectives or when unusual situations arise, supervises staff and administers service contracts. Work is normally reviewed on completion and for overall results.

SUPERVISION RECEIVED AND EXERCISED

Receives general direction from assigned department head.

Exercises lead worker supervision over technical and clerical staff; administers contracts; and monitors performance.

ESSENTIAL AND MARGINAL FUNCTION STATEMENTS--*Essential and other important responsibilities and duties may include, but are not limited to, the following:*

Essential Functions:

1. Plan, organize, lead, supervise, and monitor programs and activities related to the management and maintenance of the City's information systems, database applications, optical imaging, accounting/finance applications, and office

automation applications including but not limited to word processing, electronic mail, spreadsheets, graphics, geographical information system (GIS) and telecommunication functions.

2. Provide responsible staff assistance and support to the assigned department head.
3. Instruct, assist, and train City staff in the procedures, methods and equipment used in information systems technology.
4. Maintain citywide hardware/software inventory; recommend and implement hardware/software upgrades, policies, and procedures for information systems functions.
5. Assist department representatives in researching solutions to hardware and software problems; interface with vendors and contractors concerning software and hardware needs, problems, requirements, applications, pricing and availability; oversee the purchase/installation of hardware and software; design or customize programs to accommodate the needs of other City departments; and investigate and evaluate system improvements and enhancements.
6. Prepare requests for proposals and/or obtain bids for hardware/software upgrades and professional services.
7. Monitor work activities and information systems security to ensure compliance with established policies and procedures.
8. May assist with administration of contract for video broadcast and production services and management of City government channel.
9. May assist with LAN and City Home Page administration.
10. Manage and participate in the development and implementation of goals, objectives, policies, and priorities for assigned programs; recommend and administer policies and procedures.
11. Monitor and evaluate the efficiency and effectiveness of service delivery methods and procedures; recommend, within City policies and departmental procedures, appropriate service and staffing levels.
12. May plan, direct, coordinate, and review the work plan for the assigned division; assign work activities, projects and programs; review and evaluate work products, methods and procedures; meet with staff to identify and resolve problems.

13. Supervise, train, motivate and evaluate assigned personnel; provide or coordinate staff computer related training; work with employees to correct deficiencies; implement discipline and termination procedures.
14. Participate in the development of the City annual budget, including the forecast of funds needed for staffing, equipment, materials, and supplies; monitor and approve expenditures for division and implement adjustments.
15. May serve as liaison for the assigned department with other City departments and outside agencies; assist in resolution of sensitive and controversial issues.
16. Prepare staff reports and correspondence and present reports at meetings with City officials, employees and others encountered in the course of work; prepare analytical and statistical reports on operations and activities.
17. Attend and participate in professional group meetings; stay abreast of new trends and innovations in the field of information systems.

Marginal Functions:

1. Serve as emergency response worker as necessary.
2. Perform related duties and responsibilities as required.

QUALIFICATIONS

Knowledge of:

Operational characteristics of information service systems, including hardware and software.

Principles and techniques of programming.

Principles and techniques of computer repair and maintenance.

Principles and practices of systems analysis, programming, and documentation.

Principles and practices of contract administration.

Purchasing procedures and practices.

Modern office procedures, methods, and equipment.

Principles and practices of program development and administration.

Principles and practices of municipal budget preparation and administration and financial management information systems.

Methods and techniques of training and instruction.

Principles of supervision, training and performance evaluation.

Pertinent Federal, State, and local laws, codes and regulations.

English usage, spelling, grammar, and punctuation.

Ability to:

Select, supervise, train, and evaluate support staff.

Manage, direct, and coordinate the work of support staff.

Analyze programs, policies and operational needs.

Instruct and train City staff in information systems operations.

Analyze, design, program, and maintain information systems and peripherals.

Analyze data and develop logical solutions to complex computer application and programming problems.

Troubleshoot computer hardware and software problems.

Make recommendations on selection of information systems and software application packages.

Effectively manage contracts and evaluate the work of contractors.

Develop and administer division goals, objectives and procedures.

Prepare and present clear and concise administrative and technical reports to a variety of City staff and officials.

Analyze problems, identify alternative solutions, project consequences of proposed actions and implement recommendations in support of goals.

Research, develop and prepare ordinances, resolutions, contracts, and technical reports and associated summary data for presentation to City Council and others.

Respond tactfully, clearly, concisely, and appropriately to inquiries from the public, press or other agencies on sensitive issues in area of responsibility.

Operate and use modern office equipment including computer, printers and copiers.

Enter data on a computer at a speed necessary for successful job performance.

Research, analyze, and evaluate new service delivery methods and techniques.

Interpret and apply Federal, State and local policies, laws and regulations.

Communicate clearly and concisely, both orally and in writing.

Establish and maintain effective working relationships with those contacted in the course of work.

Maintain physical condition appropriate to performance of assigned duties and responsibilities.

Maintain mental capacity, which allows the capability of making sound decisions and demonstrating intellectual capabilities.

Maintain effective audio/visual discrimination and perception to the degree necessary for the successful performance of assigned duties.

Coordinate medium to large complex technical documents, reports, and correspondence.

Organize and prioritize workload.

Perform responsible and difficult administrative work involving the use of independent judgment and personal initiative.

Experience and Training Guidelines:

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

Experience

Four years of increasingly responsible experience in management of information systems, LAN management, and personal computer environments.

Training

Equivalent to a Bachelor's degree from an accredited college or university with major course work in information systems, computer science, or a closely related field. One year of the education requirement may be substituted with two years of responsible information systems management work experience.

License or Certificate:

Possession of or ability to obtain and maintain an appropriate, valid California driver's license.

WORKING CONDITIONS

Environmental Conditions:

Office environment; exposure to computer screens.

Physical Conditions:

Essential functions may require maintaining physical condition necessary for sitting for prolonged periods of time; light to medium lifting, carrying, pushing and pulling; reaching; handling; use of fingers; talking; hearing; near acuity.

SENIOR MAINTENANCE WORKER

*Class specifications are intended to present a descriptive list of the range of duties performed by employees in the class. Specifications are **not** intended to reflect all duties performed within the job.*

DEFINITION

To lead, oversee, and participate in the work of maintenance crews responsible for public works services including the cleaning, repair, maintenance and/or construction of streets, storm drain systems, parkways, landscaping, building and parks, signs, and traffic systems; to maintain and use a variety of construction machinery and tools; and to perform a variety of technical tasks relative to assigned areas of responsibility. This position is not overtime exempt. The City has the discretion to make occasional adjustments of the work week, work day or hours for this position to serve the interest of the City's operation and mission.

DISTINGUISHING CHARACTERISTICS

This is the advanced journey level class in the Maintenance Worker series. Positions at this level are distinguished from other classes within the series by the level of responsibility assumed and the complexity of duties assigned. Employees perform the most difficult and responsible types of duties assigned to classes within this series including leading and overseeing lower level staff. Employees at this level are required to be fully trained in all procedures related to assigned area of responsibility.

SUPERVISION RECEIVED AND EXERCISED

Receives direction from supervisory or management staff.

Exercises lead worker supervision over maintenance staff.

ESSENTIAL AND MARGINAL FUNCTION STATEMENTS--*Essential and other important responsibilities and duties may include, but are not limited to, the following:*

Essential Functions:

1. Lead, train, and review the work of staff responsible for providing maintenance and repair services relating to City streets, parks, landscaping, buildings, stormwater systems, and sidewalks; set up weekly list of work projects.
2. Provide responsible staff assistance and support to assigned supervisory staff.
3. Participate in and review the work of assigned employees for accuracy, proper work methods, techniques, and compliance with applicable standards and

specifications; train assigned employees in maintenance and repair methods and techniques related to assigned areas of work.

4. Ensure the adherence to safe work practices and procedures; instruct workers in the use of all safety equipment; ensure compliance with OSHA regulations.
5. Lead and participate in the use and operation of equipment needed for performing maintenance functions and activities for assigned area.
6. Maintain operation records; file reports on a daily basis to supervisor.
7. Estimate time, materials, and equipment required for jobs assigned; evaluate the City for maintenance and safety improvements; requisition materials as required.
8. Construct forms, lay cement, and finish cement on curb, gutter, sidewalk, street, alley and other related areas; dig ditches; backfill trenches and holes; install storm drain pipes; perform minor building maintenance.
9. Break and repair concrete and asphalt surfaces; excavate and replace concrete and asphalt surfaces; perform hot patching and sealing of surfaces; shovel and rake asphalt.
10. Set up and take down traffic warning devices and barricades for traffic control.
11. Maintain, repair and clean storm drains throughout City.
12. May perform crossing guard duties to escort children and adults across the street in a safe manner after verifying visually and audibly that it is safe to enter the intersection.

Marginal Functions:

1. Respond to public inquiries in a courteous manner; provide information within the area of assignment; resolve complaints in an efficient and timely manner.
2. Serve as emergency response worker as necessary.
3. Perform related duties and responsibilities as required.

QUALIFICATIONS

Knowledge of:

Operations and activities of a maintenance program within the area of assignment.
Principles of lead supervision, training, and performance evaluation.

Methods and techniques of maintenance activities related to area of work assigned.
Equipment and tools used in the area of work assigned.
Occupational hazards and standard safety practices.
Use of hazardous chemicals, herbicides and fertilizers.
English usage, spelling, grammar, and punctuation.

Ability to:

Lead, organize, and review the work of staff.
Independently perform the most difficult maintenance and repair work in the area of work assigned.
Interpret, explain, and enforce department policies and procedures.
Operate a variety of cleaning, maintenance and repair equipment in a safe and effective manner.
Perform a variety of manual tasks for extended periods of time and in unfavorable weather conditions.
Perform heavy manual labor.
Work independently in the absence of supervision.
Lead multiple projects at once.
Understand and follow oral and written instructions.
Communicate clearly and concisely, both orally and in writing.
Establish and maintain effective working relationships with those contacted in the course of work.
Maintain physical condition appropriate to the performance of assigned duties and responsibilities.
Maintain mental capacity, which allows the capability of making sound decisions and demonstrating intellectual capabilities.
Maintain effective audio/visual discrimination and perception to the degree necessary for the successful performance of assigned duties.

Experience and Training Guidelines:

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

Experience

Three years of increasingly responsible experience in the maintenance and repair of public streets, parks, stormwater systems and other public facilities.

Training

Equivalent to completion of twelfth grade.

License or Certificate:

Possession of or ability to obtain and maintain an appropriate, valid California driver's license.

Within twelve (12) months of employment, the employee shall obtain and thereafter continuously maintain one or more of the following licenses or certificates, based on department and specific assignments, as determined by the City Manager: Limited Backflow Prevention Device Tester (Ventura County Environmental Health Department); Qualified Playground Inspector (National Playground Safety Institute); and Class A or B California Driver's License.

WORKING CONDITIONS

Environmental Conditions:

Field environment; exposure to outside atmospheric conditions; exposure to noise, dust, grease, smoke, fumes, gases or other atmospheric conditions that may affect the respiratory system, eyes or skin; work around moving mechanical parts of equipment, tools or machinery; work in high, exposed places.

Physical Conditions:

Essential functions may require maintaining physical condition necessary for sitting, standing or walking for prolonged periods of time; travel to various locations; operating motorized vehicles; medium to heavy lifting, carrying, pushing and pulling; climbing; balancing; stooping; kneeling; crouching; crawling; reaching; handling; use of fingers; talking; hearing; near and far acuity; depth perception.

The additional essential functions for performance of crossing guard duties include repetitive light lifting of a "Stop" sign in a raised position above the head with either arm; clear vision of 20/40 minimum with no color blindness; hearing sufficient to discern approaching vehicles, children, adults, or other moving objects across a frequency range from 500 hertz (Hz) to 3,000 Hz with or without a hearing aid; frequent stepping up and down from a curb; ability to walk a minimum of 70 feet within 12 seconds; and ability to grasp and restrain children from moving into an unsafe area.

SENIOR MANAGEMENT ANALYST

*Class specifications are intended to present a descriptive list of the range of duties performed by employees in the class. Specifications are **not** intended to reflect all duties performed within the job.*

DEFINITION

To perform a wide variety of responsible and complex administrative and analytical duties; to oversee assigned administrative processes, procedures and programs; and to provide information and assistance to the public regarding assigned programs and services. This position is overtime exempt.

SUPERVISION RECEIVED AND EXERCISED

Receives direction from division manager or department head.

Exercises direct and primary supervision over technical, professional and clerical staff, administers contracts and monitors performance.

ESSENTIAL AND MARGINAL FUNCTION STATEMENTS—*Essential and other important responsibilities and duties may include, but are not limited to, the following:*

Essential Functions:

1. Assume direct responsibility for monitoring and administering assigned program areas; oversee assigned administrative support functions including budget; may direct the work activities of assigned clerical and technical personnel or other subordinate staff; participate in employee selection; prioritize and coordinate work assignments; review work for accuracy.
2. Provide responsible staff assistance and support to assigned management staff and department or program area.
3. Develop and implement operational, administrative, program, and other policies and procedures; assist in contract negotiations; prepare employee evaluations.
4. Analyze the preparation and administration of assigned budget(s); maintain and monitor appropriate budgeting controls; prepare various financial reports as required.
5. Collect, compile, and analyze complex information from various sources on a variety of specialized topics related to assigned programs; prepare reports which present and interpret data, and identify alternatives; make and justify recommendations.

6. Administer maintenance and service contracts; develop requests for proposals; conduct research on specifications.
7. Participate in the drafting and implementation of department goals, policies and procedures.
8. Receive and respond to complaints and questions from the general public; review problems and recommend corrective actions; prepare summary reports as required.
9. Participate in special projects and studies including complex research of new programs and services, budget analysis and preparation, and feasibility analyses; prepare and present reports.
10. Prepare ordinances and other supporting program documents; prepare and monitor program grants and related proposals.
11. Prepare comprehensive technical records and analytical reports pertaining to assigned area of responsibility; conduct research and comprehensive data collection efforts to support analysis.
12. Develop and design departmental, operational and administrative procedures or forms as required.
13. Participate in various committees; attend and participate in professional group meetings.
14. Make oral and written presentations to the City Council, staff, the public and professional groups.
15. Prepare press releases, newspaper articles, public service announcements and newsletters.
16. Participate in contract administration with outside consultants and developers.

Marginal Functions:

1. May serve as a liaison with public and private organizations, community groups and other social organizations; make presentations as required.
2. Serve as emergency response worker as necessary.
3. Perform related duties and responsibilities as required.

QUALIFICATIONS

Knowledge of:

Principles of mathematics and statistics.
Principles of supervision, training, and performance evaluation.
Principles and practices of budget administration.
Principles and practices of contract administration.
Methods of research, program analysis, and report preparation.
Policies and procedures of the assigned department.
Public relations techniques.
Principles and procedures of accounting and procurement practices.
English usage, spelling, grammar, and punctuation.
Modern office procedures, methods, and equipment.
Research, analytical techniques and the public policy development theory.
Pertinent Federal, State and local laws, codes and regulations.

Ability to:

Perform complex administrative and analytical activities for assigned programs.
Independently perform the most difficult administrative and analytical activities in the area of work assigned.
Understand the organization and operation of the assigned department and outside agencies as necessary to assume assigned responsibilities.
Interpret and apply administrative and departmental policies and procedures.
Effectively manage contracts and evaluate the work of contractors.
Research, analyze, and evaluate programs, policies, and procedures.
Analyze problems, identify alternative solutions, project consequences of proposed actions and implement recommendations in support of goals.
Research, develop and prepare ordinances, resolutions, contracts, and technical reports and associated summary data for presentation to City Council and others.
Prepare clear and concise reports.
Operate and use modern office equipment including computer, printers and copiers.
Enter data on a computer at a speed necessary for successful job performance.
Research, analyze, and evaluate new service delivery methods, procedures and techniques.
Research and prepare effective grant proposals.
Independently prepare correspondence and memoranda.
Communicate clearly and concisely, both orally and in writing.
Respond tactfully, clearly, concisely and appropriately to inquiries from the public, press or other agencies on sensitive issues in area of responsibility.
Establish and maintain effective working relationships with those contacted in the course of work.
Maintain mental capacity, which allows the capability of making sound decisions and demonstrating intellectual capabilities.

Maintain effective audio/visual discrimination and perception to the degree necessary for the successful performance of assigned duties.

Maintain physical condition appropriate to the performance of assigned duties and responsibilities.

Perform responsible and difficult administrative work involving the use of independent judgment and personal initiative.

Experience and Training Guidelines:

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

Experience

Four years of increasingly responsible administrative and analytical experience preferably within a local government environment, and including one year of lead worker supervisory experience.

Training

Equivalent to a Bachelor's degree from an accredited college or university with major course work in public administration, business administration or a related field.

License or Certificate:

Possession of or ability to obtain and maintain an appropriate, valid California driver's license.

WORKING CONDITIONS

Environmental Conditions:

Office environment; occasional field environment; exposure to computer screens.

Physical Conditions:

Essential functions may require maintaining physical condition necessary for sitting for prolonged periods of time; light lifting, carrying, pushing and pulling; reaching; handling; use of fingers; talking; hearing; near acuity.

SENIOR NUTRITION COORDINATOR

*Class specifications are intended to present a descriptive list of the range of duties performed by employees in the class. Specifications are **not** intended to reflect all duties performed within the job.*

DEFINITION

To assist with the City's senior nutrition and active adult programs; and to perform a variety of technical tasks relative to assigned area of responsibility. This position is temporary, hourly, and not overtime exempt.

SUPERVISION RECEIVED AND EXERCISED

Receives direction from the assigned supervisor.

May exercise lead worker supervision over part-time staff and volunteers.

ESSENTIAL AND MARGINAL FUNCTION STATEMENTS--*Essential and other important responsibilities and duties may include, but are not limited to, the following:*

Essential Functions:

1. Oversee day-to-day operations of the Senior Nutrition Program, including preparing meals, sorting and stocking food deliveries and supplies, ordering meals and tracking the number of meals served; submitting meal attendance reports; recruiting, training, and supervising volunteers and part-time staff to assist with all aspects of the Senior Nutrition Program; collecting registration forms from new program participants; inventorying and ordering program supplies; submitting lunch orders and handling daily deposits; delivering meals to homebound as needed.
2. Provide responsible staff assistance and support to the assigned supervisor.
3. Provide technical and functional supervision over part-time staff and volunteers.
4. Prepare for special events and activities.
5. Assist with administrative and clerical tasks related to Senior Nutrition Program and Active Adult Center as needed.
6. Prepare forms and spreadsheets and categorize revenue and registrations.
7. Perform daily cleaning of kitchen and food preparation equipment.

Marginal Functions:

1. May assist in minor maintenance of facilities and equipment; make recommendations to improve equipment and facilities.
2. Serve as emergency response worker as necessary.
3. Perform related duties and responsibilities as required.

QUALIFICATIONS

Knowledge of:

Operations, services and activities of assigned division and department.
Fundamental rules and regulations governing senior nutrition and active adult activities.
Techniques of planning, supervising and organizing senior/active adult programs.
Rules and equipment used for food preparation activities.
Publicity techniques.
Basic first aid methods and techniques.
Standard safety and safe kitchen precautions.
Principles and practices of customer service.
Modern office procedures, methods and equipment.
Principles and procedures and record keeping and filing.
English usage, spelling, grammar, and punctuation.
Basic mathematical principles.
Principles of supervision, training and performance evaluation.

Ability to:

Organize, lead and oversee the work of volunteers and part-time staff.
Maintain records and reports.
Work independently in the absence of supervision.
Understand and follow oral and written instructions.
Communicate clearly and concisely, both orally and in writing.
Respond appropriately to citizen inquiries and complaints.
Learn fundamentals of financial record keeping.
Operate and use modern office equipment including computer, printers and copiers.
Interpret and explain policies and procedures.
Organize, lead and oversee the work of volunteers and part-time staff.
Establish and maintain effective working relationships with those contacted in the course of work.
Maintain effective audio/visual discrimination and perception to the degree necessary for the successful performance of assigned duties.
Maintain mental capacity, which allows for effective interaction and communication with others.

Experience and Training Guidelines:

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

Experience

Two years of meal preparation experience combined with clerical experience.

Training

Equivalent to the completion of the twelfth grade. Additional specialized or college level training in nutrition, senior/active adult programs or a related field is desirable.

License or Certificate:

Possession of or ability to obtain and maintain an appropriate, valid California driver's license.

Possession of or ability to obtain, an appropriate, valid first aid and CPR Certificate.

Possession of or ability to obtain a "Safe Serve" certification is desirable.

WORKING CONDITIONS

Environmental Conditions:

Kitchen environment; office environment; may work in or around water and slippery surfaces; exposure to computer screens.

Physical Conditions:

Essential functions may require maintaining physical condition necessary for sitting, standing or walking for prolonged periods of time; travel to various locations; medium lifting, carrying, pushing and pulling; balancing; reaching; handling; use of fingers; talking; hearing; near acuity.

SOLID WASTE AND RECYCLING ASSISTANT

*Class specifications are intended to present a descriptive list of the range of duties performed by employees in the class. Specifications are **not** intended to reflect all duties performed within the job.*

DEFINITION

To assist with a variety of administrative and field tasks and related activities in support of the full range of solid waste and recycling activities. This position is temporary, hourly and not overtime exempt.

SUPERVISION RECEIVED AND EXERCISED

Receives general supervision from assigned supervisor.

ESSENTIAL AND MARGINAL FUNCTION STATEMENTS – *Essential and other important responsibilities and duties may include but are not limited to, the following:*

Essential Functions:

1. Provide responsible staff assistance and support to the assigned supervisor.
2. Assist with solid waste and recycling activities including but not limited to used oil recycling, household hazardous waste, compost and organic waste, battery collection, electronic waste, universal waste, and neighborhood enhancement programs and special events.
3. Assist with research and analysis pertaining to solid waste and recycling programs and regulations; prepare written reports to summarize findings; may make recommendations to supervisor as to appropriate action needed.
4. Assist with managing grants and grant reporting, and monitoring grant budgets.
5. May provide technical and administrative assistance to resolve citizen inquiries or complaints; may prepare correspondence in the performance of assigned tasks under direction.
6. Perform file maintenance and data entry, and generate reports using computer software programs.
- 7.
8. Draft, type, and proofread a variety of correspondence, forms, tables, and other documents; prepare and maintain computerized databases and records.

9. Assist with placement and removal of barricades and signs at community solid waste and recycling events; and may assist with directing traffic onsite at the event location.
10. May transport solid waste and recycling materials to disposal facilities or to events using City-owned vehicles.
11. May assist in obtaining informal bids and price quotes and may research specifications for purchase of supplies, materials, and equipment.
12. Provide customer service to the public; respond to standard inquiries of a limited nature within the area of assignment, and provide information within prescribed policies and procedures; assist with resolving complaints in an efficient and timely manner.
13. May assist with public outreach efforts to provide information and literature regarding solid waste and recycling programs and events.
14. Assist with the preparation of brochures and other solid waste and recycling publications, development of educational displays or presentations, and promotion of events; may be asked to assist with youth outreach and school presentations.

Marginal Functions:

1. Serve as emergency response worker as necessary.
2. Perform related duties and responsibilities as required.

QUALIFICATIONS

Knowledge of:

Equipment and tools used in the area of work assigned.
Modern office procedures, methods and equipment.
Basic letter writing and basic report preparation techniques.
Principles and procedures of record keeping.
Methods of research and report preparation.
English usage, spelling, grammar, and punctuation.
Proper lifting and carrying techniques.
Occupational hazards and standard safety practices.
Safety rules when working events.

Ability to:

Understand and follow oral and written instructions.
Communicate clearly and concisely; both orally and in writing.
Maintain records and prepare correspondence and reports.
Manage a variety of assignments.
Perform a variety of manual tasks for extended periods of time.
Perform medium lifting and carrying.
Operate and use modern office equipment including computers, printers and copiers.
Enter data into a computer at a speed necessary for successful job performance.
Establish and maintain effective working relationships with those contacted in the course of work.
Maintain physical condition appropriate to the performance of assigned duties and responsibilities.
Maintain effective audio/visual discrimination and perception to the degree necessary for successful performance of assigned duties.
Maintain mental capacity which allows for effective interaction and communication with others.

Experience and Training Guidelines:

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

Experience

One year of experience at an intern level performing solid waste, recycling, or environmental program work or related activities including administrative office experience. Experience working in a local government or public agency environment is desirable.

Training

Equivalent to the completion of twelfth grade supplemented by specialized computer and software training. College level work in environmental studies, public administration, business administration or related field is desirable.

License of Certificate:

Possession of or ability to obtain and maintain an appropriate, valid California driver's license.

WORKING CONDITIONS

Environmental Conditions:

Office and field environment; exposure to outside atmospheric conditions; exposure to noise, dust, solid waste and recycling program wastes, and universal and electronic wastes; exposure to traffic and moving vehicles; exposure to computer screens; work on slippery or uneven surfaces.

Physical Conditions:

Essential functions may require maintaining physical condition necessary for sitting, standing, or walking for prolonged periods of time; travel to various locations; operating motorized vehicles; medium lifting, carrying, pushing and pulling; climbing; balancing; stooping; kneeling; crouching; crawling; reaching; handling; use of fingers; talking; hearing; near and far acuity; depth perception.

TEEN COORDINATOR

*Class specifications are intended to present a descriptive list of the range of duties performed by employees in the class. Specifications are **not** intended to reflect all duties performed within the job.*

DEFINITION

Under the general supervision of the assigned supervisor, performs a variety of duties to include: developing, coordinating, and implementing the City's teen recreation programs for middle school and high school age teens. To include but not limited to after school programs, classes, special events, and other recreational programs; to provide on-site supervision and implementation of programs; and to perform a variety of tasks related to marketing, planning, implementing, and supervising recreational activities and special events. This position is not overtime exempt. The City has the discretion to make occasional adjustments of the work week, work day or hours for this position to serve the interest of the City's operation and mission.

SUPERVISION RECEIVED AND EXERCISED

Receives direction from the division manager or Parks and Recreation Director.

Exercises lead worker supervision over recreation and clerical staff.

ESSENTIAL AND MARGINAL FUNCTION STATEMENTS--*Essential and other important responsibilities and duties may include, but are not limited to, the following:*

Essential Functions:

1. Plan, implement, evaluate, and coordinate a program of recreation activities for middle school age and high school age teens. This includes enrichment after school programs, dances, ski trips, summer programs, excursions, special events, and volunteer programs.
2. Plan, implement, evaluate, and coordinate the activities and responsibilities of the Moorpark Teen Council, including meetings, projects, events, outreach, information and referral, and publicity.
3. Plan, implement, evaluate and coordinate seasonal day camps for adolescents ages 5 through 12, including coordinating staff scheduling and assignments, managing registration and marketing, recommending and implementing policies, planning and developing enrichment and recreational activities and field trips, assisting with staff training, ordering and requisition of supplies, and facility set-up and maintenance.

4. Coordinate general recreation and community services programs; assist with overseeing instructor contracts; schedule usage of facilities and make park reservations; process class registrations, payments, insurance, deposits, warrants and refunds; schedule games, practices, and classes and playoffs.
5. Provide responsible staff assistance and support to the assigned supervisor.
6. Create and prepare marketing materials such as press releases, flyers, and posters.
7. Prepare for and maintain control during activities, and special events.
8. Assist with administrative tasks including the maintenance of attendance records; keep score at sporting events; operate audiovisual equipment.
9. Prepare, plan, develop, implement and manage teen events; make flyers and advertisements to promote departmental activities.
10. Help supervise the collection and accounting of fees for program registration. Help assess supplies needed for events and requisition additional supplies as needed. Prepare budget recommendations for program activity areas.
11. Help assure that City recreational activities start and finish in the prescribed manner and time frames.
12. Notify participants, and their parents, for scheduling events and registration requirements.
13. May assist in minor maintenance of recreational facilities and equipment; make recommendations to improve equipment and facilities.
14. Supervise and monitor activity of participants during recreational activities, trips and tours, and extended care; unlock, lock and secure facilities as required.

Marginal Functions:

1. Serve as emergency response worker as necessary.
2. Perform related duties and responsibilities as required.

QUALIFICATIONS

Knowledge of:

Principles and practices of recreation, leisure services, and program development for teens and youth.

Techniques of planning, supervising, and organizing recreation teen and youth programs.

Rules and equipment used in various recreational activities.

Publicity techniques.

Basic first-aid methods and techniques.

Standard safety precautions.

Pertinent Federal, State, and local laws, codes and safety regulations.

Principles of supervision, training, and performance evaluation.

English usage, spelling, grammar, and punctuation.

Ability to:

Supervise and work effectively with teens, youth and adults.

Organize, lead, and oversee the work of teen volunteers and part-time staff.

Prepare and present written and oral reports.

Maintain records and reports.

Work independently in the absence of supervision.

Understand and follow oral and written instructions.

Communicate clearly and concisely, both orally and in writing.

Establish and maintain effective working relationships with those contacted in the course of work including the general public.

Maintain physical condition appropriate to the performance of assigned duties and responsibilities.

Maintain mental capacity, which allows the capability of making sound decisions and demonstrating intellectual capabilities.

Maintain effective audio/visual discrimination and perception to the degree necessary for the successful performance of assigned duties.

Experience and Training Guidelines:

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

Experience

Two years experience working with teens or youth in recreation or a related field.

Training

Equivalent to the completion of twelfth grade. Additional specialization or college level training in recreation programs or a related field is desirable.

License or Certificate:

Possession of or ability to obtain and maintain an appropriate, valid California driver's license.

Possession of or ability to obtain, an appropriate, valid CPR and basic first aid certificate.

WORKING CONDITIONS

Environmental Conditions:

Indoor and outdoor recreational facilities; irregular work hours, weekends, and holidays; exposure to outside atmospheric conditions; may work in or around water and slippery surfaces; exposure to computer screens.

Physical Conditions:

Essential functions may require making physical condition necessary for sitting, standing, or walking for prolonged periods of time; travel to various locations; medium lifting, carrying, pushing, and pulling; balancing; reaching; handling; use of fingers; talking; hearing; near acuity.

VECTOR/ANIMAL CONTROL SPECIALIST

*Class specifications are intended to present a descriptive list of the range of duties performed by employees in the class. Specifications are **not** intended to reflect all duties performed within the job.*

DEFINITION

Under general direction and supervision of the designated department head or division manager, performs a variety of duties: 1) vector control inspections and operations, including but not limited to mosquito and domestic fly pest management duties, which include monitoring, data collecting, field assistance, inspections, abatement, staff and administrative support, and public education; 2) animal control duties including but not limited to enforcement of local laws, regulations and ordinances pertaining to animal control, as well as impound, quarantine, and investigation of animal complaints and disposal of deceased animals; 3) field inspections regarding the City's business registration requirements; and 4) performs related duties and responsibilities as required. The City has the discretion to make occasional adjustments of the work week, work day or hours for this position to serve the interest of the City's operation and mission. This position is not overtime exempt.

SUPERVISION RECEIVED AND EXERCISED

Receives general direction from designated department head or division manager.

Provides direct and primary supervision over professional, technical and clerical staff; administers contracts and monitors performance.

ESSENTIAL AND MARGINAL FUNCTION STATEMENTS – *Essential and other important responsibilities and duties may include, but are not limited to, the following:*

General Essential Functions:

1. Assume responsibility for monitoring and administering assigned program areas and assigned support functions; may direct the work activities of assigned subordinate staff and contractors; prioritize and coordinate work assignments; review work for accuracy; prepare performance evaluations; provide or coordinate staff training; work with subordinate employee(s) to correct performance deficiencies; implement discipline procedures.
2. Provide responsible staff assistance and support to designated supervisor.
3. Manage and participate in the development and implementation of goals, objectives, policies, and priorities for assigned programs; recommend and administer policies and procedures.

4. Interpret, apply and enforce the City Municipal Code; issue infraction and misdemeanor citations and testify at administrative hearings or in court as necessary; track the progress of cases involved in the legal system and those assigned to other agencies or the City Attorney's office.
5. Maintain detailed records and reports on inspection activities; input and retrieve inspection data utilizing a computer.
6. Respond to public inquires in an appropriate and timely manner; resolve inspection issues and concerns between outside parties and inspection staff; review and confirm issues; and make recommendations to resolve concerns.
7. Participate in the development and administration of program and division annual budget; submit budget recommendations for training, equipment, materials, and supplies; monitor expenditures and recommend budget adjustments as needed.
8. Meet with and provide information to other City departments; divisions and outside agencies; and resolve sensitive and controversial issues.
9. May provide City staff support to board, commission or committee as assigned; prepare and present staff reports and other necessary correspondence.
10. Recommend modifications to City programs, policies, procedures and fees as appropriate.
11. Attend and participate in professional group meetings, stay abreast of new trends and innovations in relevant field.
12. Communicate with associations, public and governmental agencies as directed.
13. Develop and maintain data and files on all sources, operations, activities, and provide written analysis and recommendations from that data upon request.
14. Maintain safe work practices and procedures; instruct subordinate staff in safety matters.

Vector Control Essential Functions:

1. Assume responsibility for all designated vector control services and related activities.
2. Plan, direct, coordinate, review and implement the work plan for designated vector control services; assign work activities, projects and programs; review and

evaluate work products, methods and procedures; meet with staff to identify and resolve problems.

3. Implement domestic fly and mosquito control programs and perform entomological lab work.
4. Conduct studies and/or surveys of vector control problems.
5. Design and implement changes for vector control programs, which promote economy of costs and manpower.
6. Under the direction of management, evaluate the effectiveness of operations and control methods.
7. Develop operational modifications and introduce new methods and techniques.
8. Participate in the technical phases of operations planning and delivery.
9. Under direction of management, monitor or assist in specific vector control operations, ongoing routine control operations, and special or emergency control operations; including sources of special concerns such as salt and fresh water marshes, flood control channels and large service contract operations.
10. Participate in disease surveillance and pest identification.
11. Implement all aspects of the City's vector control public education.

Animal Control Essential Functions:

1. Patrol assigned area in designated animal control vehicle to search for stray, sick, injured, or dead animals and provide services as needed; respond to calls from the public, law enforcement agencies, or other Animal Control Officers concerning injured, stray, sick, or dangerous animals and violations of animal regulatory ordinances; enforce State and local laws, regulations, and ordinances, such as leash laws, licensing, vaccinations, spaying, neutering, quarantining, dangerous dog, animal noise, and barking dog ordinances; pick up and transport animals to the shelter for impounding, disposal, or rabies investigation, or to the veterinarian as appropriate.
2. Prepare reports, complete records and various forms such as daily activity sheets, receipts for fees received, citations, quarantine and investigative reports.
3. Collect license, redemption, and fees for other services rendered to the public.

4. Provide information to the public regarding licensing, vaccinations, euthanasia, rabies control, pet-owner responsibilities, spaying, neutering, and adoptions; participate in public school and community group presentations.
5. Conduct special investigations in response to public complaints of violations of animal regulatory ordinances; appear at hearings and in court to testify and present evidence regarding violations of animal regulatory ordinances.
6. Assist with administration of contract(s) with service provider(s).

Business Registration Compliance Essential Functions:

1. Conduct assigned patrol duties to encourage compliance with the City Municipal Code business registration requirements.
2. Provide and explain City Municipal Code requirements for business registration and other City Code requirements to contractors, business owners, vendors, and other entities.
3. Collect information on contacts with potential non-compliant contractors, business owners, vendors, and other entities, and provide this information to staff assigned to investigate and enforce code compliance.

Marginal Functions:

1. Serve as emergency response worker as necessary.
2. Perform related duties and responsibilities as required.

QUALIFICATIONS

Knowledge of:

Principles of supervision, training, and performance evaluation.
Pertinent Federal, State, and local laws, codes and regulations.
Equipment and tools used in the area of work assigned.
Occupational hazards and standard safety practices.
Vectors, life habits, and characteristics.
Domestic fly and mosquito control programs and entomological lab work.
Entomology and ecology of vertebrates and invertebrates.
Thorough knowledge of pesticides and their application and harmful effects to animal and plant life.
Proper care and handling of animals.
Physical and behavioral characteristics of animals, including breed identification.
Symptoms of rabies and other common animal diseases.

General knowledge of research techniques, scientific data collecting and collating, and investigative methods.

Modern office procedures, methods and equipment.

Purchasing procedures and practices.

Occupational hazards and standard safety practices.

English usage, spelling, grammar, and punctuation.

Ability to:

Plan and conduct general surveys and specific studies, including the development and use of computerized reporting and record keeping systems.

Use scientific principles to practical situations.

Interpret, explain, and enforce applicable policies and procedures.

Interpret and apply pertinent Federal, State and local laws, codes and regulations.

Supervise, organize, and review the work of subordinate staff.

Operate and use modern office equipment including computer, printers and copiers.

Enter data on a computer at a speed necessary for successful job performance.

Enforce necessary regulations with firmness and tact.

Work independently in the absence of supervision.

Communicate clearly and concisely, both orally and in writing to assigned supervisor, City officials, public and other agencies.

Establish and maintain effective working relationships with those contacted in the course of work.

Exercise tact and independent judgment in dealing with the public and present a positive public image.

Handle sick, injured, dangerous, or dead animals and decomposing animal carcasses in a safe and humane manner.

Learn and recognize symptoms of rabies and other common animal diseases.

Make arithmetical calculations involving addition, subtraction, multiplication, and division.

Maintain physical condition appropriate to the performance of assigned duties and responsibilities.

Maintain mental capacity, which allows the capability of making sound decisions.

Maintain effective audio/visual discrimination and perception to the degree necessary for the successful performance of assigned duties.

Experience and Training Guidelines:

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

Experience

Vector Control

Three years of increasingly responsible experience providing vector control services for a public agency, including one year of supervisory or lead responsibility.

Animal Control

One year of experience providing information to the public, preferably in the handling, care, and control of animals; or

Equivalent combination of training, education, and experience that would provide the required knowledge and abilities.

Training

Equivalent to a Bachelor's degree from an accredited college or university with major course work in entomology, health science, environmental health, biology or related field.

License or Certificate:

Possession of or ability to obtain and maintain an appropriate, valid California Driver's License.

For vector control: must have current certification issued by the State of California Department of Public Health Services entitled Vector Control Technician Sections A, B, C, and D, or equivalent, which must be maintained throughout employment.

For animal control, completion of California Penal Code Section 832 certification training and National Animal Control Association Level I Academy training or equivalent is desirable.

Within twelve (12) months of employment, the employee shall obtain and thereafter continuously maintain the following licenses or certificates: California Penal Code Section 832 Certification; and National Animal Control Association Level I Academy training or equivalent.

Within eighteen (18) months of employment, the employee shall obtain and thereafter continuously maintain the following licenses or certificates: National Animal Control Association Level II Academy training or equivalent.

WORKING CONDITIONS

Environmental Conditions:

Field and office environment; exposure to outside atmospheric conditions and inclement weather conditions; may be exposed to pesticides, communicable diseases, and other health hazards, including rabies; exposure to computer screens.

Physical Conditions:

Essential functions may require maintaining physical condition necessary for sitting, standing or walking for prolonged periods of time; travel to various locations; operating motorized vehicles; light to heavy lifting up to 100 lbs., carrying, pushing and pulling; climbing; balancing; stooping; kneeling; crouching; crawling; reaching; handling; use of fingers; talking; hearing; near and far acuity; depth perception. Must be able to conduct field operations, including carry spray equipment from 2 lbs. to 50 lbs., inspect vector breeding sources and apply control measures by climbing or hiking into areas to locate breeding areas and survey programs or facilitate control procedures along flowing creeks, wetlands, flood control channels and similar areas of rough terrain.

The position requires the occasional operation of a computer keyboard, mobility of arms to reach and dexterity of hands to grasp and manipulate small objects and the ability and range of flexibility to reach over their heads, reach below their knees, and to bend over or squat down. Must be able to move quickly in fieldwork areas known to be infested with venomous snakes or other potentially dangerous vectors or animals, poisonous plants and animals. The position requires adequate vision (which may be corrected) to read, write, and safely operate in the conditions listed above.

**VECTOR/ANIMAL CONTROL TECHNICIAN I
VECTOR/ANIMAL CONTROL TECHNICIAN II**

Class specifications are intended to present a descriptive list of the range of duties performed by employees in the class. Specifications are not intended to reflect all duties performed within the job.

DEFINITION

Under general direction of the Vector/Animal Control Specialist or other designated supervisor, performs a variety of: 1) vector control inspections and operations for mosquitoes, flies and other vectors; 2) animal control duties including enforcement of local laws, regulations, and ordinances pertaining to animal control, as well as impound, quarantine, and investigation of animals and disposal of deceased animals; 3) field inspections regarding the City's business registration requirements; and 4) performs related work and support services as directed. The City has the discretion to make occasional adjustments of the work week, work day or hours for this position to serve the interest of the City's operation and mission. This position is not overtime exempt.

DISTINGUISHING CHARACTERISTICS

The Vector/Animal Control Technician I is distinguished from the Vector/Animal Control Technician II by not having completed the full vector and animal control certifications described in the License or Certificate section of this job description.

The Vector/Animal Control Technician II is the full journey level class within the series, and employees within this class are distinguished by having obtained the full level of certification to perform all essential functions and require less supervision.

SUPERVISION RECEIVED AND EXERCISED

Vector/Animal Control Technician I and II

Receives general supervision from supervisory, or higher level staff.

May exercise lead worker supervision over lower-level staff including temporary staff.

ESSENTIAL AND MARGINAL FUNCTION STATEMENTS – *Essential and other important responsibilities and duties may include, but are not limited to, the following:*

Vector/Animal Control Technician I and II

General Essential Functions:

1. Provide responsible assistance and support to the Vector/Animal Control Specialist or other designated supervisor.
2. Maintain detailed records and reports on inspection activities; input and retrieve inspection data utilizing a computer.
3. Interpret, apply, and enforce the City Municipal Code; issue infraction and misdemeanor citations and testify in administrative hearings or in court as necessary.
4. Respond to public inquires in an appropriate and timely manner; resolve inspection issues and concerns between outside parties and inspection staff; review and confirm issues; and make recommendations to resolve concerns.
5. Attend and participate in professional group meetings, stay abreast of new trends and innovations in relevant field.
6. Communicate with associations, public and governmental agencies as directed.
7. Develop and maintain data and files on all sources, operations, activities, and provide written analysis and recommendations from that data upon request.
8. Maintain safe work practices and procedures.

Vector Control Essential Functions:

1. Implement domestic fly and mosquito control programs and perform entomological lab work.
2. Survey and inspect assigned areas to determine vector breeding sources, stages of growth, types of vectors present and other factors important in applying control measures.
3. Prepare operational reports and advise property owners on corrective measures.

4. Perform the application of pesticide materials and insure that applications of such materials are performed under optimum conditions in order to prevent unintentional damage to life or property.
5. Operate control equipment, motor vehicles, and similar equipment used.
6. Prepare and revise operational maps and maintain source files.
7. Contact property owners and assist in prevention, reduction, and elimination of vector producing sources.
8. Perform routine maintenance on equipment; assist in fabrications of specialized equipment.
9. Under direction of supervisor, monitor or assist in specific vector control operations, ongoing routine control operations, and special or emergency control operations; including sources of special concerns such as salt and fresh water marshes, flood control channels and large service contract operations.
10. Participate in disease surveillance and pest identification; stay abreast of new trends and innovations in vector control.
11. Maintain data and files on all vector sources, operations, and activities and provide written analysis and recommendations from that data upon request.

Animal Control Essential Functions:

1. Patrol assigned area in designated animal control vehicle to search for stray, sick, injured, or dead animals and provide services as needed; respond to calls from the public, law enforcement agencies, or other Animal Control Officers concerning injured, stray, sick, or dangerous animals and violations of animal regulatory ordinances; enforce State and local laws, regulations, and ordinances, such as leash laws, licensing, vaccinations, spaying, neutering, quarantining, dangerous dog, animal noise, and barking dog ordinances; pick up and transport animals to the shelter for impounding, disposal, or rabies investigation, or to the veterinarian as appropriate.
2. Prepare reports, complete records and various forms such as daily activity sheets, receipts for fees received, citations, quarantine and investigative reports.
3. Collect license, redemption, and fees for other services rendered to the public.
4. Provide information to the public regarding licensing, vaccinations, euthanasia, rabies control, pet-owner responsibilities, spaying, neutering, and adoptions; participate in public school and community group presentations.

5. Conduct special investigations in response to public complaints of violations of animal regulatory ordinances; appear at hearings and in court to testify and present evidence regarding violations of animal regulatory ordinances.

Business Registration Compliance Essential Functions:

1. Conduct assigned patrol duties to encourage compliance with the City Municipal Code business registration requirements.
2. Provide and explain City Municipal Code requirements for business registration and other City Code requirements to contractors, business owners, vendors, and other entities.
3. Collect information on contacts with potential non-compliant contractors, business owners, vendors, and other entities, and provide this information to staff assigned to investigate and enforce code compliance.

Marginal Functions:

1. Serve as emergency response worker as necessary.
2. Perform related duties and responsibilities as required.

QUALIFICATIONS

Vector/Animal Control Technician I and II

Knowledge of:

Pertinent Federal, State, and local laws, codes and regulations.
Equipment and tools used in the area of work assigned.
Occupational hazards and standard safety practices.
Vectors, life habits, and characteristics.
Proper care and handling of animals.
Physical and behavioral characteristics of animals, including breed identification.
Symptoms of rabies and other common animal diseases.
Principles of supervision and training.
English usage, spelling, grammar, and punctuation.

Ability to:

Ability to identify the various types of vectors found in the area.
Ability to locate vector infested areas, and treat such areas with insecticides and/or rodenticides in a safe and efficient manner.

- Ability to operate and maintain various types of control equipment.
- Ability to work independently and maintain good cooperative relationships with property owners, other agencies and the public.
- Learn to operate a variety of vehicular and stationary mechanical equipment in a safe and effective manner.
- Perform a variety of manual tasks for extended periods of time and in unfavorable weather conditions.
- Perform heavy manual labor.
- Handle sick, injured, dangerous, or dead animals and decomposing animal carcasses in a safe and humane manner.
- Learn and recognize symptoms of rabies and other common animal diseases.
- Make arithmetical calculations involving addition, subtraction, multiplication, and division.
- Understand and follow oral and written instructions.
- Communicate clearly and concisely, both orally and in writing.
- Establish and maintain effective working relationships with those contacted in the course of work.
- Maintain physical condition appropriate to the performance of assigned duties and responsibilities.
- Maintain mental capacity, which allows for effective interaction and communication with others.
- Maintain effective audio/visual discrimination and perception to the degree necessary for the successful performance of assigned duties.

Experience and Training Guidelines:

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

Vector/Animal Control Technician I

Experience

Vector Control

Two years of experience in vector control or pest control.

Animal Control

One year of experience providing information to the public, preferably in the handling, care, and control of animals; or

Equivalent combination of training, education, and experience that would provide the required knowledge and abilities.

Training

Equivalent to the completion of the twelfth grade, supplemented by specialized training in pesticide application, vector control, animal control, or related course work.

License or Certificate:

Possession of or ability to obtain and maintain, an appropriate, valid California Driver's License.

For vector control: must have current certification issued by the State of California Department of Public Health Services entitled Vector Control Technician Section A, or equivalent pesticide applicator certification, which must be maintained throughout employment.

For animal control: completion of California Penal Code Section 832 certification training and National Animal Control Association Level 1 Academy training or equivalent is desirable.

Within twelve (12) months of employment, the employee shall obtain and thereafter continuously maintain the following licenses or certificates: State of California Department of Public Health Services Vector Control Technician Certification Sections B and C; California Penal Code Section 832 Certification; and National Animal Control Association Level I Academy training or equivalent.

Within eighteen (18) months of employment, the employee shall obtain and thereafter continuously maintain the following licenses or certificates: State of California Department of Public Health Services Vector Control Technician Certification Section D; and, National Animal Control Association Level II Academy training or equivalent.

Vector/Animal Control Technician II

Experience

Vector Control

Three years of increasingly responsible experience providing vector control services for a public agency.

Animal Control

Three years of increasingly responsible experience providing animal control services for a public agency.

Training

Equivalent to the completion of the twelfth grade, supplemented by specialized training in pesticide application, vector control, animal control, or related course work.

License or Certificate:

Possession of or ability to obtain and maintain, an appropriate, valid California Driver's License.

For vector control must have and thereafter continuously maintain the following licenses or certificates: State of California Department of Public Health Services Vector Control Technician Certification Sections A, B, C, and D.

For animal control must have and thereafter continuously maintain the following licenses or certificates: California Penal Code Section 832 Certification and National Animal Control Association Level I and Level II Academy training or equivalent.

WORKING CONDITIONS

Vector/Animal Control Technician I and II

Environmental Conditions:

Field and office environment; exposure to outside atmospheric conditions and inclement weather conditions; may be exposed to pesticides, communicable diseases, and other health hazards, including rabies; exposure to computer screens.

Physical Conditions:

Essential functions may require maintaining physical condition necessary for sitting, standing or walking for prolonged periods of time; travel to various locations; operating motorized vehicles; light to heavy lifting up to 100 lbs., carrying, pushing and pulling; climbing; balancing; stooping; kneeling; crouching; crawling; reaching; handling; use of fingers; talking; hearing; near and far acuity; depth perception. Must be able to conduct field operations, including carry spray equipment from 2 lbs. to 50 lbs., inspect vector breeding sources and apply control measures by climbing or hiking into areas to locate breeding areas and survey programs or facilitate control procedures along flowing creeks, wetlands, flood control channels and similar areas of rough terrain.

The position requires the occasional operation of a computer keyboard, mobility of arms to reach and dexterity of hands to grasp and manipulate small objects and the ability and range of flexibility to reach over their heads, reach below their knees, and to bend over or squat down. Must be able to move quickly in fieldwork areas known to be infested with venomous snakes or other potentially dangerous vectors or animals, poisonous plants and animals. The position requires adequate vision (which may be corrected) to read, write, and safely operate in the conditions listed above.

STATE OF CALIFORNIA)
COUNTY OF VENTURA)
CITY OF MOORPARK) ss.

I, Maureen Benson, City Clerk of the City of Moorpark, California, do hereby certify under penalty of perjury that the foregoing Resolution No. 2015-3469 was adopted by the City Council of the City of Moorpark at a regular meeting held on the 16th day of December 2015, and that the same was adopted by the following vote:

- AYES: Councilmembers Mikos, Millhouse, Pollock, Van Dam, and Mayor Parvin
- NOES: None
- ABSENT: None
- ABSTAIN: None

WITNESS my hand and the official seal of said City this 7th day of January, 2016.

Maureen Benson
Maureen Benson, City Clerk
(seal)

