



## Title: Assistant Director of Public Works

FLSA Status: Exempt

SAFETY STATUS: Non Safety Sensitive Position

### BRIEF DESCRIPTION:

The purpose of this position is to manage, supervise and coordinate the activities and operations of the Public Utility Divisions, which are currently comprised of electric, streets, water and wastewater. Coordinates activities with other City Departments and outside agencies and performs other work related duties as assigned. This is accomplished by meeting with division superintendents; planning and implementing projects, overseeing budget expenditures, assisting superintendents with disciplinary actions, and assisting the Director of Public Works on developing long range goals.

### REPORTS TO:

This position reports to the Director of Public Works.

### SUPERVISES:

This position supervises the Electric Superintendent, Water Superintendent, Waste Water Superintendent and Street Superintendent.

### ESSENTIAL FUNCTIONS:

Note: This information is intended to be descriptive of the key responsibilities of the position. The list of essential functions below does not identify all duties performed by any single incumbent in this position. Additionally, please be aware of the legend below when referring to the physical demands of each essential function.

| (S) Sedentary   | (L) Light   | (M) Medium  | (H) Heavy   | (V) Very Heavy   |
|---|---|---|---|--|
| Exerting up to 10 lbs. occasionally or negligible weights frequently; sitting most of the time. | Exerting up to 20 lbs. occasionally; 10 lbs. frequently; or negligible amounts constantly; OR requires walking or standing to a significant degree. | Exerting 20-50 lbs. occasionally; 10-25 lbs. frequently; or up to 10 lbs. constantly. | Exerting 50-100 lbs. occasionally; 10-25 lbs. frequently; or up to 10-20 lbs. constantly. | Exerting over 100 lbs. occasionally; 50-100 lbs. frequently; or up to 20-50 lbs. constantly. |

| # | Code | Essential Functions   | % of Time |
|---|------|---|-----------|
| 1 | M    | Manages and supervises the day-to-day operations of technical and administrative personnel responsible for providing utility services that includes: water distribution, wastewater treatment systems, electric services and street improvements, maintenance and repair;<br>Ensures and monitors safe methods and practices are used by employees in accordance with Federal, State and departmental regulations and procedures;<br>Performs related duties as assigned. | 30%       |



|   |   |   |     |
|---|---|---|-----|
| 2 | M | Oversees and ensures compliance with Federal and State monitoring and reporting requirements for grants, public water and wastewater systems;<br>Monitors developments related to utility matters, evaluates their impact on City operations and recommends appropriate action;<br>Assists in the development and administration of goals, objectives, policies procedures and work standards for the Public Utility Divisions.   | 30% |
| 3 | M | Reviews work plans for department employees; assigns work activities, projects and programs and evaluates work products, methods and procedures; meets with employees to identify and resolve problems;<br>Responds to citizen questions, complaints and requests for service; meets with members of the community to assess issues and problems; and identifies and recommends solutions;<br>Represents the City and the Public Utility Division and works closely with public/private officials, and regulatory agencies. | 25% |
| 4 | M | Prepares specifications and bid documentation for a variety of public utility related designs, construction and maintenance projects; recommends contract award, coordinates and reviews contractor's performance;<br>Prepares and administers utility budget; forecasts funds needed for staffing, equipment, materials and supplies.  | 15% |

### JOB REQUIREMENTS:

| -Description of Minimum Job Requirements- |  |
|---|--|
| Formal Education                          | Work requires broad knowledge in a general professional or technical field. Knowledge is normally acquired through four years of college resulting in a Bachelor's degree or equivalent.   |
| Experience                                | Five to seven years of responsible experience in planning, organizing or directing a large public works or related operation, including five in administrative and supervisory capacity.   |
| Supervision                               | Work requires the occasional direction of helpers, assistants, seasonal employees, interns, volunteers or temporary employees.   |
| Human Collaboration Skills                | Recommendations regarding policy development and implementation are made and/or recommended during interactions. Evaluates customer satisfaction, develops cooperative associations, and utilizes resources to continuously improve customer satisfaction. |



|                                    |   |
|------------------------------------|---|
| Freedom to Act                     | Receives Administrative Direction: Within this job, the employee normally performs the duty assignment within broad parameters defined by general organizational requirements and accepted practices. Total end results determine effectiveness of job performance. This is typically a high level management, professional, or executive position. |
| Technical Skills                   | Advanced: Work requires advanced skills and knowledge in approaches and systems, which affect the design and implementation of major programs and/or processes organization-wide. Independent judgment and decision-making abilities are necessary to apply technical skills effectively.   |
| Fiscal Responsibility              | Has responsibility for final approval of budgetary recommendations to the Director of Public Works. Monitors progress toward fiscal objectives and adjusts plans as necessary to reach them.  |
| Reading                            | Advanced - Ability to read literature, books, reviews, scientific or technical journals, abstracts, financial reports, and/or legal documents. Ordinarily, such education is obtained in at the college level or above. However, it may be obtained from experience and self-study.   |
| Math                               | Advanced - Ability to apply fundamental concepts of theories, work with advanced mathematical operations methods, and functions of real and complex variables. Ordinarily, such education is obtained in at the college level or above. However, it may be obtained from experience and self-study.   |
| Writing                            | Intermediate – Ability to write reports, prepare business letters, expositions, and summaries with proper format, punctuation, spelling and grammar, using all parts of speech. Ordinarily, such education is obtained in high school up to college. However, it may be obtained from experience and self-study.                                    |
| Certification & Other Requirements | Valid Driver's License  |

### OVERALL PHYSICAL STRENGTH DEMANDS:

-Physical strength for this position is indicated below with "X" -

| Sedentary   | Light  | Medium  | <b>X</b>  | Heavy  | Very Heavy |
|---|--|---|---|--|------------|
| Exerting up to 10 lbs. occasionally or negligible weights frequently; sitting most of the time. | Exerting up to 20 lbs. occasionally, 10 lbs. frequently, or negligible amounts constantly OR requires walking or standing to a significant degree. | Exerting 20-50 lbs. occasionally, 10-25 lbs. frequently, or up to 10 lbs. constantly. | Exerting 50-100 lbs. occasionally, 10-25 lbs. frequently, or up to 10-20 lbs. constantly. | Exerting over 100 lbs. occasionally, 50-100 lbs. frequently, or up to 20-50 lbs. constantly. |            |

### PHYSICAL DEMANDS:

| C<br>Continuously<br>2/3 or more of the time. | F<br>Frequently<br>From 1/3 to 2/3 of the time. | O<br>Occasionally<br>Up to 1/3 of the time. | R<br>Rarely<br>Less than 1 hour per week. | N<br>Never<br>Never occurs. |
|---|---|---|---|-----------------------------|
|---|---|---|---|-----------------------------|

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Note: This is intended as a description of the way the job is currently performed. It does not address the potential for accommodation.

| <b>-Physical Demand-</b>           |  | <b>-Frequency-</b> | <b>-Brief Description-</b>  |
|------------------------------------|--|--------------------|---|
| Standing                           |  | F                  | making presentations, communicating with co-workers, observing work site, observing work duties |
| Sitting                            |  | O                  | desk work, meetings, driving  |
| Walking                            |  | F                  | to other departments/offices/office equipment, around work site                                 |
| Lifting                            |  | O                  | files, supplies, equipment  |
| Carrying                           |  | O                  | files, supplies, equipment  |
| Pushing/Pulling                    |  | O                  | file drawers, equipment, tables and chairs, hose  |
| Reaching                           |  | O                  | for supplies, for files   |
| Handling                           |  | F                  | paperwork   |
| Fine Dexterity                     |  | F                  | computer keyboard, calculator, telephone pad  |
| Kneeling                           |  | R                  | filing in lower drawers, retrieving items from lower shelves/ground                             |
| Crouching                          |  | R                  | filing in lower drawers, retrieving items from lower shelves/ground                             |
| Crawling                           |  | N                  |   |
| Bending                            |  | R                  | retrieving items from lower shelves/ground, making repairs                                      |
| Twisting                           |  | F                  | from computer to telephone, getting inside vehicle  |
| Climbing                           |  | F                  | ladders, stairs, step stool   |
| Balancing                          |  | O                  | on ladders, on step stool, on equipment   |
| Vision                             |  | F                  | driving, observing work site, reading, computer screen  |
| Hearing                            |  | F                  | communicating with co-workers and public and on telephone, listening to equipment               |
| Talking                            |  | F                  | communicating with co-workers and public and on telephone                                       |
| Foot Controls                      |  | F                  | Driving   |
| Other<br>(specified if applicable) |  |                    |   |

## MACHINES, TOOLS, EQUIPMENT, SOFTWARE, AND HARDWARE:

Telephone, copier, fax, vehicle, calculator, computer and associated hardware and software

## ENVIRONMENTAL FACTORS:

|                          |                        |                          |                    |                   |                   |                                    |                                     |                        |                   |
|--------------------------|------------------------|--------------------------|--------------------|-------------------|-------------------|------------------------------------|-------------------------------------|------------------------|-------------------|
| <b>C</b><br>Continuously | <b>F</b><br>Frequently | <b>O</b><br>Occasionally | <b>R</b><br>Rarely | <b>N</b><br>Never | <b>D</b><br>Daily | <b>W</b><br>Several Times Per Week | <b>M</b><br>Several Times Per Month | <b>S</b><br>Seasonally | <b>N</b><br>Never |
|--------------------------|------------------------|--------------------------|--------------------|-------------------|-------------------|------------------------------------|-------------------------------------|------------------------|-------------------|

| <b>-Health and Safety Factors-</b> |   |
|------------------------------------|---|
| Mechanical Hazards                 | O |
| Chemical Hazards                   | R |
| Electrical Hazards                 | R |
| Fire Hazards                       | R |

| <b>-Environmental Factors-</b> |   |
|--------------------------------|---|
| Respiratory Hazards            | W |
| Extreme Temperatures           | D |
| Noise and Vibration            | D |
| Wetness/Humidity               | D |

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|                          |   |
|--------------------------|---|
| Explosives               | N |
| Communicable Diseases    | N |
| Physical Danger or Abuse | N |
| Other (see 1 below)      | N |

|                  |   |
|------------------|---|
| Physical Hazards | N |
|------------------|---|

(1) N/A

## PROTECTIVE EQUIPMENT REQUIRED:

Hard Hat, Safety Vest, Safety Glasses, while in City Right-of-Way

## NON-PHYSICAL DEMANDS:

| F<br>Frequently<br>From 1/3 to 2/3 of the time | O<br>Occasionally<br>Up to 1/3 of the time | R<br>Rarely<br>Less than 1 hour per week | N<br>Never<br>Never occurs |
|--|--|--|----------------------------|
|--|--|--|----------------------------|

| -Description of Non-Physical Demands-         |  | -Frequency- |
|---|--|-------------|
| Time Pressure                                 |  | F           |
| Emergency Situation                           |  | O           |
| Frequent Change of Tasks                      |  | O           |
| Irregular Work Schedule/Overtime              |  | O           |
| Performing Multiple Tasks Simultaneously      |  | F           |
| Working Closely with Others as Part of a Team |  | F           |
| Tedious or Exacting Work                      |  | O           |
| Noisy/Distracting Environment                 |  | O           |
| Other (see 2 below)                           |  | N           |

(2) N/A

## PRIMARY WORK LOCATION:

|                                |   |                     |   |
|--------------------------------|---|---------------------|---|
| Office Environment             | X | Vehicle             |   |
| Warehouse                      |   | Outdoors            |   |
| Shop                           |   | Other (see 3 below) | X |
| Recreation/Neighborhood Center |   |                     |   |

(3) Work Location may vary significantly depending on department monitoring requirements.



**SIGNATURE – REVIEW AND COMMENTS:**

I have reviewed this description and understand the requirements and responsibilities of the position.

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Signature of Employee

Date

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Job Title of Supervisor

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Signature of Supervisor

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Date

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Job Title of Department Head

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Signature of Department Head

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Date

Comments: \_\_\_\_\_

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The above statements are intended to describe the general nature and level of work being performed by individuals assigned to this position. They are not intended to be an exhaustive list of all responsibilities, duties, and skills required. This description is subject to modification as the needs and requirements of the position change.