

CLASS SPECIFICATION
MAINTENANCE SUPERVISOR II

PAY GRADE: 58
CLASS CODE: 30003080
EFFECTIVE: December 13, 2018

CLASSIFICATION SUMMARY

Reports to a Manager, or other management- or executive-level position. Under minimal supervision, responsible for supervising the maintenance, repair, and cleaning of City facilities, public works, streets, sewers, water distribution infrastructure, raceway, parks and public spaces, streetcars and linear track, and related assets and infrastructure.

Responsibilities include: supervising the work of the organizational unit; assigning work to staff, including supervisors; ensuring the tasks and duties assigned to staff are performed and completed within established guidelines; overseeing staff activities to ensure achievement of unit goals and objectives; implementing, coordinating, and supervising unit programs, functions, and personnel resources; ensuring critical organization unit functions are completed.

DISTINGUISHING CHARACTERISTICS

Maintenance Supervisor II is the highest of two classifications within the Maintenance Supervisor series.

Maintenance Supervisor II is distinguished from Maintenance Supervisor I, in that the former directly supervises a larger group of assigned positions, including one Maintenance Supervisor I or Streetcar Maintenance Supervisor.

Maintenance Supervisor II is distinguished from Supervisor I in that the former supervises those who perform maintenance work and requires experience in the work of assigned organizational unit.

ESSENTIAL FUNCTIONS

Depending on the assignment, the incumbent may perform a combination of some or all of the following duties, and perform related duties as assigned.

General Duties:

1. Analyze and prepare recommendations and reports regarding the construction, maintenance, and repair of Bureau/Office facilities, grounds, equipment, and infrastructure; review and process permits, contract-related documentation, and other required documentation.
2. Conduct regular inspections to ensure safety, City code, and regulation compliance; evaluate facility, systems, equipment, and infrastructure conditions. Facility systems includes heating, ventilation and air conditioning (HVAC), plumbing, electrical, lighting, and water distribution. Equipment includes streetcars, parking meters, and streetlights. Infrastructure includes sewers, streets, and linear track.
3. Assess and evaluate the maintenance of facilities and other City assets; ensure routine maintenance and repair tasks are performed for all public facilities overseen by organizational unit.

4. Ensure staff follow City, Occupational Safety and Health Administration (OSHA), and Bureau-/Office-specific safety rules and guidelines; educate staff on rules, regulations, codes, and hazards in the work environment.
5. Review, consult, and advise on major and minor capital projects and specifications with and for Bureau/Office planners and stakeholders; submit capital improvement projects for review and approval related to asset repairs and long-term maintenance improvements.
6. Recruit, hire, schedule, assign work to, and supervise staff, including highly skilled tradespeople, casual/seasonal employees, and volunteers.
7. Develop job tasks and responsibilities, performance requirements and personal development targets for staff; provide instruction for performance improvement and development, conduct education and training; assign and monitor staff work plans; organize and lead staff meetings; evaluate performance and complete annual performance reviews; recommend discipline as necessary.
8. Lead, supervise, assign, and coordinate the work of staff; provide assistance to the unit; create a positive and supportive work environment; promote an equitable workplace that demonstrates an environment respectful of living and working in a multicultural society.
9. Create standard practices, policies, and procedures for day-to-day operations of assigned unit, program, project, or tasks; establish goals and direction and communicate expectations to staff.
10. Plan, develop, implement, and administer unit and Bureau/Office programs, facilities, and projects.
11. Develop and monitor unit performance and identify opportunities for improvement; oversee development of new tasks and responsibilities for programs and projects.
12. Ensure that critical unit functions are completed, and tasks and duties assigned to staff are achieved within schedule and budget, or progressing as scheduled.
13. Communicate the status of programs, projects, and tasks with Bureau/Office management, other related units, and the public, and make recommendations and adjustments.
14. Participate in the development of and administer the unit's budget, including cost analysis of programs, projects, and staff.
15. Update and maintain databases and reports, and use data to guide and inform decision-making.

Specific Duties:

In addition to the General Duties, the incumbent may perform a combination of some or all of the following duties specific to the position.

1. Prepare and review specifications and drawings for proposed projects; estimate labor, material, and equipment requirements; evaluate projects in terms of cost and program goals; allocate funds and resources.
2. Oversee and approve the requisition and procurement of equipment, parts, and supplies.
3. Plan and layout work from blueprints, drawings, sketches, and instructions.
4. Prepare and submit reports, spreadsheets, forms, written materials, and work orders.
5. Serve as emergency and on-call responder to respond to urgent and emergency situations; determine appropriate action.
6. Participate in or lead internal and external committees, associations, and neighborhood group meetings.

SUPERVISION RECEIVED AND EXERCISED

The work of this classification is performed under minimal supervision by a Manager, or other management- or executive-level position within assigned Bureau/Office.

Directly supervises a minimum of four (4) employees, including one (1) Maintenance Supervisor I or Streetcar Maintenance Supervisor.

KNOWLEDGE/SKILLS/ABILITIES REQUIRED

1. Knowledge of relevant federal, state, and City laws, statutes, ordinances, regulations, policies, and procedures that pertain to the assigned organizational unit, with the ability to interpret and apply them.
2. Knowledge of principles, practices, and techniques of maintenance, repair, construction, and operation of assets and facilities relevant to the organizational unit.
3. Knowledge of Occupational Safety and Health Administration (OSHA), City, and Bureau-/Office-specific safety related requirements, policies, and procedures.
4. Knowledge of the requirements of public facility and asset maintenance, maintenance practices, safe care, and use of equipment.
5. Knowledge of principles and practices of leadership, business communication, public administration, program evaluation, and fields related to the mission and purpose of the assigned organizational unit and Bureau/Office.
6. Knowledge of principles and standards of employee supervision, including training, scheduling, and performance evaluation.
7. Knowledge of fundamentals and methods of planning, organizing, and allocating work to staff.
8. Ability to direct and manage the maintenance of facilities, grounds, infrastructure, and equipment.
9. Ability to supervise and direct a diverse staff of skilled tradespeople, and non-technical staff.
10. Ability to supervise a multicultural workforce, promote an equitable workplace environment, and apply equitable program practices to diverse and complex City services.
11. Ability to establish and maintain effective working relationships with management, staff, members of the community, and others encountered in the course of work.
12. Ability to communicate effectively, both verbally and in writing; present information, reports, and recommendations clearly and persuasively.
13. Ability to make independent, logical, and informed decisions within established policies and procedures that influence the daily operations of the organizational unit and work of staff.
14. Ability to utilize City-specific technology and general office software.

MINIMUM QUALIFICATIONS REQUIRED

Any combination of education and experience that is equivalent to the following minimum qualifications is acceptable.

Education/Training: High school diploma or GED;

AND

Experience: Four (4) years of progressively responsible experience in facilities maintenance, including one (1) year in a supervisory or lead role.

Special Requirements and/or Qualifications:

Specific licensure or certification in the appropriate field may be required for certain positions.

A valid state driver's license may be required for certain positions.

College-level coursework in relevant field may be required for certain positions.

Preferred Qualifications:

Bachelor's degree in a related field (e.g. horticulture, construction, engineering, or maintenance) may be preferred for certain positions.

Bargaining Unit: Non-represented

FLSA Status: Exempt

HISTORY

Revision Dates: November 2022 – Added Streetcar Maintenance Supervisor as a classification satisfying the subordinate supervisor requirement for the Maintenance Supervisor II.