



Job Title: **Lead Worker – Streets**  
Department: **Department of Utilities**  
Date: February 22, 2022  
 Non-Exempt  Exempt  
FLSA Exemption: N/A  
Job Reports To: Public Utilities Superintendent  
Pay Grade: 11  
 Full Time

## Job Description

**Summary/Objective:** Under direction, the Lead Worker – Streets will lead, plan, coordinate, review and perform all work activities and duties assigned to their designated crew and contractors involved in the construction, installation, maintenance and repair of the City streets, sidewalks, storm-drains, streetlights, traffic signs and striping, trees and related facilities. Oversee contractor services, ensuring City contractors are adhering to contracts and City standards by reviewing estimates and invoices to ensure work was performed to set terms. Requires review and editing of streets blueprints to ensure contractors are adhering to City specifications, all Federal, State, and Local laws and safety requirements are being met. Lead Workers assume responsibility for more difficult and complex tasks performing skilled and semi-skilled activities. Lead Workers are responsible for scheduling and monitoring designated staffs work assignments. Positions assigned to this class require that an incumbent be able to work independently exercising judgment and initiative.

This position is a lead or advanced journey level in the streets maintenance worker series. Incumbents lead, oversee and assist in the supervision of designated staff; oversee and review work methods, work product and quality; assists the Public Utilities Superintendent and Chief of Utilities in the monitoring and training of less experienced staff; and ensures the use of safe work practices. This classification is distinguished from the Maintenance Worker II by the difficulty and complexity of assignments, independent judgement and lead responsibilities. Supervision of position is provided by the Public Utilities Superintendent and Chief of Utilities.

**Essential Job Functions** The duties listed below are intended only as illustrations of the various types of work that may be performed. The omission of specific statements of duties does not exclude them from the position if the work is similar, related or a logical assignment to this class. Reasonable accommodations may be made to enable individuals with disabilities to perform the following essential functions:

1. Participates, plans, coordinates, oversees and inspects the work of those assigned or engaged in the repair and maintenance of City roadways, shoulders, easements, related right-of-way, facilities and related street services. Ensures work is performed to meet City standards in the most proficient and safe way possible. Correct situations that do not meet City requirements.
2. Leads, schedules, oversees and participates in the work of crews engaged in construction, installation, maintenance and repair City Streets and related facilities; asphalt repair, concrete repair, tree trimming, signing & striping, weed abatement,

traffic control, application of herbicides and various maintenance and construction projects; troubleshoots to identify problems; initiates corrective action; prepares work orders and discrepancy reports.

3. Provides on-the-job training in the proper and safe performance of crew's work, use of tools, equipment and safety devices; inspects and evaluates the work of crew; assists Public Utilities Superintendent in supervision and training of assigned staff, ensuring compliance with Federal and State regulations, ensure staff meets and maintains required certifications. Acts as Supervisor in the Public Utilities Superintendent's absence.
4. Sets up job site including positioning of equipment and materials; barriers and proper traffic control devices; and maintains traffic control speed utilizing safety procedures.
5. Schedules and sets up for special event; provides traffic control for police department.
6. Operates tapping machines, jackhammers, compactors, pipe cutting equipment, concrete saws, boring tools, flow meters and a wide variety of other hand, hydraulic and power equipment; checks condition, cleans and maintains tools and equipment.
7. Operates a variety of heavy equipment including boom truck, bucket truck, loader, backhoe, front-end loader, tractor, dump truck, trailer, water tanker, bob-cat, aerial truck, mower, and other vehicles and equipment including commercial vehicles.
8. Trains employees on equipment, procedures, and truck lift for streets operations and maintenance activities; provide input for evaluation and selection of staff.
9. Responds to streets related issues; travels City picking up debris, identifying damaged concrete/asphalt, signs and trees; trouble shoot problem and perform required repairs.
10. Evaluates service needs and work methods; develops plans to satisfy future needs of streets and maintenance services; establishes and enforces operating and safety procedures; investigates service requests and complaints made by the public; as necessary, explains priorities, programs and policies and initiates appropriate action.
11. Reviews estimates, get job bids on projects from multiple contractors to ensure the City is getting the best price and contractor for the job. Verifies invoices are complete, code invoices for payment and ensures contracts adhere to City specifications. Ensures streets related areas and facilities are maintained properly.
12. Monitor contracts for maintenance services of roadway areas, and right-of-way facility maintenance and construction; assist in preparing bid specifications for contract services; review and approve blueprints, drawings or sketches for construction projects and tract home maintenance areas ensuring all Federal, State, and City municipality standards are being met; assist in design of projects; sign and approve plans submitted to planning and engineering departments.
13. Repair and maintain general streetlight electrical systems and operation; perform diagnosis and trouble-shoot minor electrical problems and perform related repairs oversees street lighting retrofit. Performs minor electrical work for PD and City offices.

14. Respond to emergency situations as necessary taking appropriate action such as placing barricades, removing fallen trees and limbs, and resolve public safety hazards.
15. Assist in evaluation and selection of staff; schedule vacations and leave requests; Train employees on equipment, procedures, and maintenance activities.
16. Assist in establishing and enforcing operating and safety procedures; investigate and resolve service requests and complaints made by the public as necessary, explain priorities, programs and policies and initiate appropriate action.
17. Coordinate with Code and County hazmat for removal of e-waste, oil and chemicals.
18. Estimates time and material costs of various projects; evaluates and implement changes in work methods, priorities and routes; and assists in the preparation of budget and control expenditures of allocated funds.
19. Assists Public Utilities Superintendent in review of City budgets; provides input for fiscal year budget on department needs and safety concerns.
20. Maintain records, logs, and prepare a variety of reports and memos on work performed; research vandalism and claims against the City; may participate in administrative studies in areas outside the scope of regular duties.
21. Receives surplus vehicles; maintains vehicle maintenance records, smog reports, etc.
22. Operates a City truck; reports mechanical problems; keeps truck stocked with supplies.
23. Regular inventory checks and orders parts; orders traffic control street lights; orders trash bins and dumpsters as well as call for their removal; prepares reports and keeps a variety of records. Ensure team has adequate tools and safety equipment to do their job in the safest and most proficient way possible.
24. Responds to citizen complaints tactfully and promptly; investigates, evaluates, and resolves customer service requests and complaints in a timely manner.
25. Responds to emergency situations as necessary. May require 24-hour a day emergency call back.

### **Other Job Related Duties**

Performs related duties or responsibilities as assigned. May require 24-hour a day emergency call back with little or no notice and required to carry a cell phone as directed. Must respond in a timely manner to all phone calls. Required to work an on-call rotating schedule, including weekends and holidays and subject to 24-hour emergency call outs. Employees repeatedly refusing to serve on-call or report for emergencies, shall be subject to disciplinary action.

### **Conformance Statement**

In the performance of their respective tasks and duties all employees are expected to conform to the following:

- Perform quality work within deadlines with or without direct supervision.
- Interact professionally with other employees, residents, suppliers and elected officials.

- Work cooperatively and effectively as a team contributor on all assignments.
- Work independently while understanding the necessity for communicating and coordinating work efforts with other employees and organizations.
- Maintain the highest level of ethical behavior in all matters.

### **Competencies**

1. Ethical Conduct.
2. Time Management.
3. Organization Skills.
4. Project Management.
5. Personal Effectiveness/Credibility.

### **Qualification Guidelines**

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

**Education** High school diploma or equivalent.

**Experience** Three (3) years of increasingly responsible experience performing roadway maintenance and construction or public works inspection; or comparable experience to a City of San Jacinto Maintenance Worker II or equivalent.

**Desirable** One (1) years of experience in a lead capacity. Possess a current Qualified Applicator Certificate (QAC) herbicide applicator certificate. Two (2) years of experience setting up, organizing and directing traffic control. Specialized college coursework or training in roadway maintenance and construction or public works inspection. Experience filing City and State reporting regulations.

**License / Certificate** (Required to possess at hire or within 6 months of employment)

Must possess a Class "B" Commercial California Driver 's License with Tanker Endorsement. Applicant must provide a printout of driving record for the past 6 months from the Department of Motor Vehicles and attach to their job application.

Failure to obtain license or certificate within allotted time frame may result in disciplinary action that may include salary freeze, promotional freeze, demotion, suspension, or termination without administrative or judicial appeal.

Current employees shall continue to be required to have previous certification requirements for their existing job.

## **Condition of Employment**

Must possess and maintain a valid California Driver's License and maintain a clean driving record for insurability through the City of San Jacinto. Failure to maintain license/insurability

will result in disciplinary procedures including suspension without pay, demotion, and/or termination without Administrative or Judicial appeal.

## **Pre-Employment**

All employment offers are contingent upon successful completion of a pre-employment physical exam, a criminal background investigation which includes finger printing and a Department of Transportation pre-employment drug/alcohol test.

## **Knowledge, Skills & Abilities**

Knowledge of:

- General electrical and streetlight systems; including troubleshooting and repair.
- Relevant federal, state and local laws, regulations and policies pertaining to maintenance and construction of roadways, sidewalks, shoulders, trees, and streetlight facilities.
- Use and purpose of general construction and maintenance tools/equipment.
- Operations and maintenance procedures of City streets and related facilities.
- Operational characteristics of specialized streets division equipment.
- Materials, methods, practices and equipment used in City streets maintenance, construction and repair of roadways, sidewalks, shoulder maintenance, signing & striping, tree maintenance, and streetlight facilities.
- Occupational hazards and standard safety precautions necessary in maintenance and repair work; proper handling of hazardous materials.
- Principles of supervision, training, and performance evaluation of assigned staff.
- Personal computer and software applications; record keeping and reporting process; basic mathematical principles.
- Basic budgeting practices and ability to provide input for streets budget.
- Traffic laws, ordinances, rules, and safe driving practices involved in truck and heavy equipment operations; proper methods of traffic control and delineation.
- Relevant federal and state laws and regulations; City policies and procedures.

Ability to:

- Establish and confirm punch list items for developers and workers.

- Effectively participate, plan, assign and lead the work of personnel engaged in the maintenance of roadways, storm drain systems, and city right-of-way facilities.
- Efficiently and safely operate pertinent equipment, tools and vehicles.
- Perform duties in the construction, maintenance and repair of streets.
- Identify and solve problems; supervise, train and evaluate subordinates.
- Read, interpret, and apply technical information from manuals, drawings, specifications, layouts, blueprints, and schematics.
- Understand occupational hazards and standard safety precautions necessary in maintenance and repair work.
- Estimate material and labor needs; make accurate mathematical calculations.
- Understand and follow oral and written instructions and directives.
- Communicate clearly and concisely, both orally and in writing.
- Establish and foster positive and harmonious working relationships with those contacted during work; act effectively under stressful or emergency situations.
- Provide phone or electronic communication as necessary for the job; respond to emergencies 24-hours a day.

Skill to:

- Operate a wide variety of equipment and tools used in streets maintenance and repair in a safe and effective manner.
- Select and maintain machinery and equipment used in the area of work.
- Identify Streets maintenance needs and take corrective actions.
- Independently perform difficult maintenance and repair duties in area assigned.
- Regularly required to use written and oral communication skills; read and interpret data; analyze and solve problems; use math and mathematical reasoning, observe and interpret situations; learn and apply new information.
- Exercise good judgment, common sense, flexibility, creativity, and sensitivity in response to changing situations and needs.

### **Work Authorization/Security Clearance**

Must complete post-offer/pre-employment Department of Justice finger printing and background screening. Work authorization as required by the U.S. Citizenship and Immigration Services is mandatory within three business days of hire.

### **Disaster Service Worker Requirements**

Under California Government Code Sections 3100 - 3109, public employees are designated as disaster service workers. The term "public employees" includes all persons employed by the state or any county, city, state agency, or public district. Disaster service workers are

required to participate in such disaster service activities as may be assigned to them by their employer or by law.

## **Working Conditions, Mental and Physical Demands**

The physical demands herein are representative of those that must be met by an employee to successfully perform the essential functions of this job. *Reasonable accommodations may be made to enable individuals with disabilities to perform these essential job functions.*

### **Work Environment**

Frequently works in extreme outside weather conditions, in or near road traffic; near moving mechanical parts and in high places. The employee is frequently exposed to wet and/or humid conditions. The noise level is frequently loud. Required to work on an on-call rotating schedule, including weekends and holidays and is subject to 24-hour emergency call out.

### **Physical Demands** (*Essential duties require the following physical skills and work environment*)

Ability to talk, hear, sit, stand, walk, balance, kneel, crouch, stoop, squat, crawl, twist, climb, and frequently push, pull or lift up to 60 lbs. and occasionally push, pull or lift up to 90 lbs; use hands and fingers to handle, feel or operate objects, tools or controls and reach with hands and arms; vision abilities for close/distance vision, distinguish color, peripheral vision, depth perception and the ability to adjust focus; ability to wear protective apparel; exposure to heat, noise, outdoors, vibration, non-permitted confining work space, hazardous chemicals, explosive materials, mechanical hazards, electrical hazards, and traffic hazards; ability to travel to different sites and locations. Occupational hazards and standard safety precautions necessary in Public Utilities maintenance and repair.

### **Essential Mental Functions**

Regularly required to use written and oral communication skills; read and interpret data; analyze and solve problems; use math and mathematical reasoning, observe and interpret situations; learn and apply new information or new skills, interact with City staff, and irate citizens.

## **Supervisory Responsibility**

Assist the Public Utilities Superintendent and Chief of Public Utilities in supervision and training of assigned staff, ensuring compliance with Federal and State regulations. Has authority to halt construction work if deemed unsafe or out of compliance, contacting Public Utilities Superintendent or Chief of Public Utilities for further direction.

**Expected Hours of Work/Work Schedule**

Monday – Thursday 6:30 AM – 5:00 PM (4x10 work week). Occasional evening and weekend work may be required as job duties demand. On-call rotational status required. May require 24-hour emergency call back with little or no advance notice.

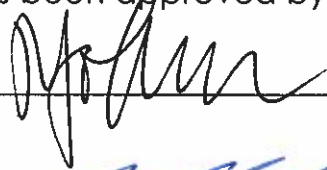
**Travel**

Regular, local travel is expected for this position. In addition, out of town travel for conferences, workshops, and various training opportunities is likely.

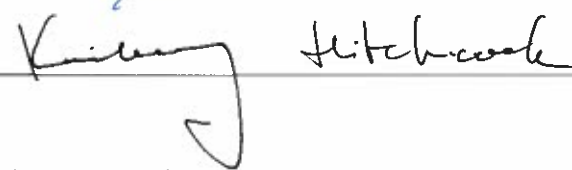
**Disclaimers and Approval**

The disclaimer informs the employee that the job description is not a contract between the employee and the employer, that the employer may change the job description or that the employer may request the employee to perform additional duties.

This job description has been approved by all levels of management:

City Manager  Date 2/24/2022

Chief of Public Utilities  Date 2/24/22

HR  Hitchcock Date 2/22/22

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This job description is not a contract between the employee and the employer. The employer may change the job description at any time and the employer may request the employee to perform additional duties.

Employee signature below constitutes employee's understanding of the requirements, essential functions and duties of the position.

Employee \_\_\_\_\_ Date \_\_\_\_\_