

POSITION DUTY STATEMENT

PM-0924 (REV 7/2014)

CLASSIFICATION TITLE	OFFICE/BRANCH/SECTION	
CALTRANS MAINTENANCE SUPERVISOR	DISTRICT 4- SOUTHWEST REGION	
WORKING TITLE	POSITION NUMBER	EFFECTIVE DATE
MAINTENANCE SUPERVISOR	9045-730-6301	10/20/2014

As a valued member of the Caltrans team, you make it possible for the Department to provide a safe, sustainable, integrated, and efficient transportation system to enhance California's economy and livability. Caltrans is a performance-driven, transparent, and accountable organization that values its people, resources and partners, and meets new challenges through leadership, innovation and teamwork.

GENERAL STATEMENT:

Under the direction of a Caltrans Maintenance Superintendent, the Caltrans Maintenance Supervisor: supervises a highway maintenance crew; maintains the existing highway inventory which includes drainage & pump/ plant maintenance; delineation; PCC pavements; asphalt pavements; emergency response; accident clean up; and traffic control in a safe and efficient manner.

The incumbent will be required to operate vehicles requiring a valid Class C driver license issued by the Department of Motor Vehicles. Incumbent's work hours will be 7:30 a.m. to 4:00 p.m., Monday through Friday. To help the Department with scheduling, the incumbent may be asked to work alternate work shifts such as but not limited to 9/80, 4/10, work nights or weekends

TYPICAL DUTIES:

Percentage		Job Description
Essential (E)/Marginal (M) ¹		
30%	E	Plan activities of assigned maintenance crew to determine staffing, equipment, and materials needed to accomplish the work. Prepare schedules and direct the crew daily weekly and monthly assignments to ensure safe and efficient task completion. Procure and schedule equipment, plan and implement weekly, monthly and yearly schedules. Monitor and insure the safety of the crew in the work site. Estimate and authorize quantities of materials needed for any given job site.
25%	E	Develops an annual maintenance plan and manpower needs assessment for an assigned area to provide the Area Superintendent with information for budget development. Inspect the area to determine maintenance deficiencies and priority needs to be done and recommends types of work and quantities of materials, inspect facilities to determine repairs and enhancements, recommend maintenance projects needs and priority. Implement a training plan for all employees on equipment, personal needs and mandated training to help the employees to safely and efficiently perform their duties.
25%	E	Supervise subordinate staff to ensure the objectives of the work area are met by participating in the recruitment process and interviewing staff and training staff. Conduct performance appraisals and complete performance Individual Development Plans. Investigate and evaluate incidents and accidents. Address staff problems and determine disciplinary action. Approve leave requests, record and maintain daily time for staff
20%	M	Coordinate with other Supervisors to share manpower and equipment. Provide equipment, development, and safety training and specific work direction to the employees. Inspect equipment and ensure State property is properly protected and maintained. Review the work area for safety and departmental procedures.

¹ESSENTIAL FUNCTIONS are the core duties of the position that cannot be reassigned.

MARGINAL FUNCTIONS are the minor tasks of the position that can be assigned to others.

SUPERVISION OR GUIDANCE EXERCISED OVER OTHERS

The Caltrans Maintenance Supervisor is responsible for the direct supervision of a crew consisting of leadworkers, equipment operators and maintenance workers.

ADA Notice

For individuals with sensory disabilities, this document is available in alternate formats. For information, call (916) 445-1233, TTY 711, or write to Records and Forms Management, 1120 N Street, MS-89, Sacramento, CA 95814.

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KNOWLEDGE, ABILITIES, AND ANALYTICAL REQUIREMENTS

- Knowledge of the Department of Transportation current Vegetation Control policy, which refers to the treatment of all plants growing within highway rights of way, whether native or in landscape areas.
- Knowledge of standard methods and materials use in maintaining, renovating, and replanting highway landscape and highway facilities, including irrigation, chemical spraying, fertilizing and replanting.
- Knowledge of standard methods and materials use in maintaining, repairing, and replacing highway pavement and highway facilities, including asphalt, Portland Cement Concrete, drainage repair, highway delineation and more..
- Knowledge of the California Vehicle Code as it applies to the loading and operation of motor vehicles.
- Knowledge of State laws and agency rules and regulations pertaining to highway maintenance procedures and equipment operation of assigned crew.
- Knowledge of proper traffic control procedures including highway signing, flagging, and coning to perform work safely and efficiently on busy highways.
- Knowledge of emergency procedures for directing traffic due to motor vehicle accidents, spins, and slides including lane closures and detours.
- Ability to plan, direct and supervise the work of employees, and special program groups personnel.
- Ability to access landscape plants condition and needs, irrigation operating system, and landscape and roadside deterioration in order to determine the need for repair or corrective action.
- Ability to analyze organizational and operational problems and develop timely and economical solutions.
- Ability to establish program objectives or performance goals and to assess progress toward those objectives/goals.
- Ability to adjust to change, work pressures, or difficult situations.
- Ability to communicate effectively, orally and in writing in English with a diverse group of people.
- Skill to use and operate maintenance and repair of a wide variety of highway maintenance equipment, including proper methods and procedures for the type of material and activity on which the equipment is being operated.
- Skill to train others and evaluate progress.
- Skill to explain and implement new procedures, changes in operations, and revisions in law and policy to subordinates.
- Possession of a valid Class C driver's license.

RESPONSIBILITY FOR DECISIONS AND CONSEQUENCES OF ERROR

The Caltrans Maintenance Supervisor is responsible to carry out all safety requirements of the department. Poor or inadequate decisions can be costly to the Department in terms of the usage of resources or in the need for additional maintenance resulting from work products of poor quality.

PUBLIC AND INTERNAL CONTACTS

The Caltrans Maintenance Supervisor has daily contact with crewmembers, as well as the public, to provide information, and to respond to complaints and emergencies in all areas of highway maintenance, incident response or dispatch. The Caltrans Maintenance Supervisor has frequent contact with higher level managers to review accomplishments and plan future activities. The Caltrans Maintenance Supervisor not only contacts other maintenance units regularly to coordinate equipment and personnel exchange, but will also contact local government officials and law enforcement agencies that provide services.

PHYSICAL, MENTAL, AND EMOTIONAL REQUIREMENTS

Some of this position may occasionally be labor intensive. Incumbent must have physical ability to react quickly to errant motorist. Must be able to work long hours under sometime severe conditions. Hearing should be adequate to hear warning devices used for worker safety, i.e. look out alarm devices, including vehicle horns used to warn employees of eminent danger at the work site. Corrected hearing is acceptable. Sight needs to be corrected to the State of California Department of Motor Vehicles standards for safe vehicle driving. Night vision must be good for safety when working after dark. Will be expected to recognize and react to emotionally charged issues or problems and acknowledge the various responses while remaining calm and objective.

WORK ENVIRONMENT

The Caltrans Maintenance Supervisor will be required to wear safety equipment such as earplugs, hard hats, move heavy objects, stand or sit for prolonged periods. May also be required to bend, stoop, or kneel. May be required to assist in the clean up in the event of an accident involving drivers and or hazardous spills. Must have ability to develop and maintain cooperative-working relationships and respond appropriately to difficult situations.

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I have read, understand and can perform the duties listed above. (If you believe you may require reasonable accommodation, please discuss this with your hiring supervisor. If you are unsure whether you require reasonable accommodation, inform the hiring supervisor who will discuss your concerns with the Reasonable Accommodation Coordinator.)

EMPLOYEE (Print)

EMPLOYEE (Signature)	DATE
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I have discussed the duties with, and provided a copy of this duty statement to the employee named above.

SUPERVISOR (Print)

SUPERVISOR (Signature)	DATE
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