

**POSITION DUTY STATEMENT**

PM-0924 (REV 7/2014)

CLASSIFICATION TITLE Caltrans Maintenance Supervisor (CMS)	OFFICE/BRANCH/SECTION 11/Maintenance/Kearny Mesa West Region
WORKING TITLE CMS, Chula Vista Special Programs	POSITION NUMBER 911-700-6301-
	EFFECTIVE DATE

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 general direction of a Caltrans Maintenance Area Superintendent, the Caltrans Maintenance Supervisor supervises and works with a crew of maintenance personnel responsible for the maintenance of planted areas bordering freeways and highways in assigned area; also supervises Probationer litter and Transient Camp removal program. A Class C driver's license is required while performing duties associated with maintaining the State Highway system; a commercial license is desirable. The normal work week is Monday through Friday, from 6:30 am to 15:00 pm on a 5/40 work schedule. Incumbent may be required to work overtime including weekends, may be required to work temporary and/or intermittent varied work shifts, and is expected to respond to emergency calls. This position is not represented under collective bargaining. Duties include but are not limited to:

**TYPICAL DUTIES:**

Percentage	Job Description
50% E	Supervises a crew responsible for maintaining planted areas bordering highways and freeways, doing litter removal with probationers, and doing Transient Camp removal with contractors. Typical duties include litter removal, pruning and trimming of brush and minor trees; removing debris; cleaning drains and culverts. Assures the safety of the crew and traveling public; oversees the proper operation of equipment and tools; coordinates with the Leadworkers for weekend work with probationers; and gives instructions. Inspects area, reviews the work of crew leaders, plans future work, identifies jobs for pruning, brush, weeding, trash removal and transient camp removal. Oversees Adopt-A-Highway program for cost center area, Transient Camp Removal Contracts, and Litter contracts. Set the crew's priorities on work to be done; ensures that work is performed properly and safely.
25% E	Assigns work, gives instructions and maintains discipline, evaluates subordinates' performance, and takes or recommends appropriate action. Trains subordinates. Assures safety practices, maintenance standards and Best Management Practices. Ensures that equipment is kept in good repair and is properly operated and maintained.
15% E	For projects, determines and secures equipment, materials and personnel and advance safety requirements. Works with vendors to schedule deliveries.
10% E	Other duties as required may include investigating citizen complaints, overseeing other crews, working with community leaders, law enforcement, business owners and inspecting encroachment permits, etc.

<sup>1</sup>ESSENTIAL 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**

Incumbent supervises, schedules and directs the work of the crew-- a combination of Leadworkers, Equipment Operators (I and II), and Workers. From time to time, one or more Conservation Corps internists may be assigned to this crew.

**KNOWLEDGE, ABILITIES, AND ANALYTICAL REQUIREMENTS**

Knowledge of:

- Materials, methods and equipment used in the construction and maintenance of highways and structures
- Operation and maintenance of equipment and tools used in highway maintenance; provisions of the California Vehicle Code as it applies to the loading and operation of motor vehicles
- Rules and regulations pertaining to highway and structures maintenance practices, including placing of detours and

**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.

## POSITION DUTY STATEMENT

PM-0924 (REV 7/2014)

---

warning signs, inspection of encroachments, accident and fire prevention techniques

- Supervisor's responsibilities for promoting equal opportunity in hiring and employee development and promotion, and for maintaining a work environment free of discrimination and harassment
- Basic occupational safety and health regulations; departmental safety and health policies and procedures; a basic knowledge of safe work practices; a supervisor's role in maintaining an effective Injury and Illness Prevention Program.

Ability to:

- Plan, organize and direct the work of others
- Detect unsafe conditions and practices, and plan, organize, conduct and evaluate safety training programs
- Operate and care for maintenance equipment
- Assist in work related to the maintenance of highway and structures
- Read grade and slope stakes, and install culverts and rock retaining walls; interpret simple blueprints and sketches
- Prepare preliminary budget estimates and reports
- Keep records of employees' time and of materials and equipment used
- Analyze situations accurately and adopt an effective course of action
- Effectively promote equal opportunity in employment and maintain a work environment that is free of discrimination and harassment
- Communicate successfully with supervisors and subordinates, verbally and in writing

Analytical ability is required to plan, budget, determine equipment needs, and schedule the work of others. As a job is in progress, the incumbent must continually assess weather conditions, traffic, equipment performance, etc., and adjust the plan appropriately, including in emergencies when quick-thinking is essential.

---

### RESPONSIBILITY FOR DECISIONS AND CONSEQUENCES OF ERROR

Errors in judgment and decisions can affect the safety of the crew and the public, result in equipment misuse, tort liability, or employee grievances. Inaccurate, delayed or incomplete estimates may result in added material costs.

---

### PUBLIC AND INTERNAL CONTACTS

In many areas, primary contact between Caltrans and the public. Public contact will be by phone and in person. In emergency situations (flood, accidents, spills), works closely with representatives of other agencies. Routine contact with region office staff; frequent contact with District Office staff. Necessary to achieve a professional, businesslike relationship with the public and fellow employees.

---

### PHYSICAL, MENTAL, AND EMOTIONAL REQUIREMENTS

Most work is done in close proximity to traffic and equipment; incumbent must hear at a level sufficient to hear warning shouts and backup bells. Incumbent must possess sufficient peripheral vision to be aware of changes in surroundings, and sufficient night vision to respond to callouts after-hours. Working with the crew, training subordinates, and responding to call-outs require prolonged standing; bending, stooping, kneeling; manual dexterity; loading/unloading materials.

Incumbent may sit for prolonged periods while reviewing area or traveling between jobsites.

The Supervisor has a pivotal role in maintaining the morale of the crew; requires the ability to develop and maintain cooperative working relationships; respond appropriately to difficult situations (irate citizens or employees); recognize and respond appropriately to emotionally-charged issues or problems.

---

### WORK ENVIRONMENT

Most (40%) of work is done outdoors, where incumbent will be exposed to dirt, exhaust fumes, noise, uneven surfaces, extremes of heat and cold.

I have read and understand the duties listed above and can perform them with/without reasonable accommodation. (If you believe you may require reasonable accommodation, please discuss this with the hiring supervisor. If you are unsure whether you require reasonable accommodation, inform the hiring supervisor who will discuss your concerns with the

# POSITION DUTY STATEMENT

PM-0924 (REV 7/2014)

Reasonable Accommodation Coordinator.)

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

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

SUPERVISOR (Print)

SUPERVISOR (Signature)

DATE