

CITY OF DURANT JOB DESCRIPTION

Title:	Foreman- Streets, Solid Waste	FLSA- Non-exempt
Department:	Public Works - Streets, Solid Waste	Pay Grade: 8
Reports to:	Assigned Department Manager	Safety Sensitive

POSITION SUMMARY

This position is responsible for assisting with the coordination and supervision of operations of the Street and Solid Waste Department; to ensure essential services are provided to maintain the public infrastructure to provide for public safety, health and welfare.

ESSENTIAL FUNCTIONS

The following duties are normal for this position. These are not to be construed as exclusive or all-inclusive. To perform this job successfully, an individual must be able to perform each duty satisfactorily. Other duties may be required and assigned.

1. Directs the work of and manages assigned crews. Provides training and instructions and ongoing training needs. Assigns tasks, reviews work and provides performance evaluation feedback. Provides input into employee transfers, promotions, disciplinary action, and discharge. Reviews and approves time sheets, job assignment sheets.
2. Ensures appropriate training for staff on all assigned equipment and areas of work and maintains required documentation.
3. Plans and prioritizes necessary maintenance, and repair in accordance with Department policies. Ensures all work is completed accurately and timely. Secures supplies, materials and equipment for daily work projects.
4. Ensures all activities are carried out in a safe manner; adheres to all City safety regulations; ensures equipment is safely operated and driving laws are obeyed; ensures all regulations pertaining to the safe use of equipment are understood and followed.
5. Reports all accidents to the appropriate authority. Follows all policies for reporting, investigating, and follow-up of equipment incidents, or personal injuries. May investigate incidents as assigned.
6. Provides direction of work perform, if need, to meet project standards and to adhere to City policies and procedures.
7. Provides support to assigned crew and acts as a resource for alternatives and suggestions. Makes critical decisions affecting the outcome of the assigned work and project completion. Assists crews with operational work as needed.
8. Communicates status and concerns of projects, assignments and crew members to Manager.
9. Performs daily inspections of the crews/project, reporting any issues to the Manager concerning safety or repair and maintenance procedures.
10. Performs field inspections for maintenance service contracts.
11. Inspects work completed by crews to document if work is completed.

12. Monitors expenditures and approves purchase requests within assigned area of authority.
13. Plans and prioritizes necessary maintenance, and repair in accordance with Department policies. Ensures all work is completed accurately and timely. Secures supplies, materials and equipment for daily work projects.
14. Prepares daily work reports involving the materials inventory, cost, status of assigned projects and inspections, crew updates and accidents as necessary and directed.
15. Orders parts and equipment as needed in preparation for upcoming assignments and projects.
16. Responds to and calls out after hours on-call crews for emergency requests.
17. Receives and responds to inquiries and complaints from the general public on a wide range of areas.
18. Ensures proper care and maintenance of tools and equipment. Coordinates maintenance as needed.
19. Other duties as assigned.

KNOWLEDGE SKILLS AND ABILITIES

1. Knowledge of all phases of Public Works maintenance activities, heavy emphasis on area of assigned responsibility.
2. Knowledge of materials used in municipal street maintenance programs.
3. Knowledge of safe operations of heavy-duty trucks and equipment.
4. Knowledge of care and use of equipment and tools utilized in the performance of department functions.
5. Knowledge of safety precautions and potential hazards encountered in maintenance activities.
6. Knowledge of the City's and Department's operating requirements, policies, procedures, and practices; and local, state, and federal regulations related to department programs and operations.
7. Knowledge of principles and practices of budgeting, fiscal management, project management principles and techniques.
8. Ability to effectively utilize the principles of strategic and long and short-range planning.
9. Skill in analyzing complex administrative information and issues, defining problems and evaluating alternatives and recommending methods, procedures and techniques for resolution of issues.
10. Ability to research and analyze detailed information and make appropriate recommendations.
11. Ability to develop department goals and objectives.
12. Ability to plan, develop, implement, and evaluate projects and programs.
13. Ability to develop, interpret and implement regulations, policies, procedures, written instructions, general correspondence, and other department specific documents.
14. monitor an operating budget, including line item budgeting.
15. Knowledge of administrative policies and procedures of the City.
16. Ability to establish and maintain accurate records of assigned activities and operations.
17. Ability to interpret and implement local policies and procedures; written instructions, general correspondence; Federal, State, and local regulations.
18. Skill in organizational and time management to prioritize duties to accomplish a high volume of work product while adapting to constant changes in priority.
19. Ability to perform detailed work accurately and independently in compliance with stringent time limits with minimal direction and supervision.
20. Ability to think quickly, maintain self-control, and adapt to stressful situations.

21. Knowledge of management and supervisory practices & principles, including the ability to make final employment recommendations, preparing performance evaluations, managing time off, and maintaining personnel records.
22. Ability to adapt and take control of situations, dictating subordinate activities in a responsible manner.
23. Ability to instruct and train in methods and procedures.
24. Ability to organize, assign, and modify the work assignment of others, and (re)-establish priorities to meet deadlines.
25. Knowledge of current office practices and procedures and knowledge of the operation of standard office equipment and software.
26. Knowledge of computer software including word processing, spreadsheet and database applications consistent for this position.
27. Ability to perform mathematical calculations required of this position.
28. Ability to communicate clearly, concisely and effectively in English in both written and verbal form.
29. Skill in researching and understanding complex written materials.
30. Ability to prepare and maintain accurate and concise records and reports.
31. Ability to apply sound judgment and discretion in performing duties, resolving problems and interpreting policies and regulations.
32. Ability to communicate detailed and often sensitive information effectively and concisely, both orally and in writing.
33. Ability to handle sensitive interpersonal situations calmly and tactfully.
34. Ability to maintain professionalism at all times.
35. Ability to maintain effective working relationships with individuals within and outside the organization.
36. Ability to maintain confidentiality and discretion regarding business-related files, reports and conversations, within the provision of the Open Records Act and other applicable State and Federal statutes and regulations.
37. Ability to work the allocated hours of the position and respond after hours as needed.

PHYSICAL AND WORK ENVIRONMENT

The physical and work environment characteristics described in this description are representative of those an employee encounters while performing the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions or as otherwise required by law. Employees needing reasonable accommodation should discuss the request with the employee's supervisor.

- This work requires the occasional exertion of up to 75 pounds of force; work regularly requires sitting, frequently requires standing, speaking or hearing, using hands to finger, handle or feel and repetitive motions and occasionally requires walking, stooping, kneeling, crouching or crawling and reaching with hands and arms.
- Work has standard vision requirements.
- Vocal communication is required for expressing or exchanging ideas by means of the spoken word.
- Hearing is required to perceive information at normal spoken word levels.

- Work requires preparing and analyzing written or computer data and observing general surroundings and activities.
- Duties are performed daily both indoors and outdoors under all weather conditions and include exposure to inclement weather, noise, heavy traffic conditions, and exhaust fumes.

MINIMUM REQUIRED QUALIFICATIONS

- High School diploma/equivalent with five (5) years' work experience in public works or utility related operations.
- Three (3) years of progressively responsible supervisory or crew lead experience.

PREFERRED QUALIFICATIONS

- Associates or Bachelor's degree.

OTHER REQUIREMENTS

- Valid Driver's License.
- Valid Class B CDL.
- Must obtain flagger certification with 6 months.