



City of Tempe

STREET MAINTENANCE TEAM LEADER

JOB CLASSIFICATION INFORMATION

<i>Job Code:</i>	193	<i>Department:</i>	Engineering & Transportation
<i>Supervision Level:</i>	Non-Supervisor	<i>State Retirement Group:</i>	ASRS
<i>Status:</i>	Classified	<i>Market Group:</i>	Solid Waste Equipment Operator II+
<i>Safety Sensitive / Drug Screen:</i>	Yes	<i>Physical:</i>	Yes

Click [here](#) for more job classification information including current salary range.

REPORTING RELATIONSHIPS

Receives general supervision from higher supervisor or management staff.

Exercises functional and technical supervision over Street Maintenance Equipment Operator I/II and temporary employees.

When assigned to Pest Control function:

Exercises technical supervision over licensed applicators (Pest Control Technicians, Groundskeeper II, Senior Groundskeeper and Parks and Golf Course Coordinator) in the application of pesticides.

MINIMUM QUALIFICATIONS

<i>Experience:</i>	<p>Three (3) years of street maintenance experience.</p> <p><u>When assigned to Pest Control function:</u></p> <p>Three (3) years of landscape, grounds or facility maintenance experience with at least two years of experience in the application and use of pesticides.</p>
<i>Education:</i>	High school diploma, GED, or equivalency. Basic computer skills is preferred.
<i>License / Certification:</i>	<p>Possession of a valid Class A Commercial Driver's License (CDL) with a tanker endorsement.</p> <p><u>When assigned to Pest Control function:</u></p> <ul style="list-style-type: none"> ● Possession of Arizona Structural Pest Control Commission Certifications for a minimum of two (2) years, in all three (3) of the following categories: Turf & Ornamental, Weed, and General Pest.

	<ul style="list-style-type: none"> ● Possession of, or required to obtain within sixty (60) days of hire, State of Arizona Structural Pest Control Commission Qualifying Party Licenses in Turf & Ornamental, Weed, and General Pest. ● Possession of, or required to obtain within six (6) months of hire, an Arizona Structural Pest Control Commission Certifications in Aquatics and in Wood Destroying Organisms (Termites).
--	---

ESSENTIAL JOB FUNCTIONS

Essential job functions are the fundamental duties of a position: the things a person holding the job absolutely must be able to do.

To actively support and uphold the City’s stated mission and values. To lead and participate in the work of a maintenance or construction crew; and to operate the most difficult and complex heavy equipment in a variety of maintenance and construction activities including excavating, grading, paving, rolling, patching, milling and related operations according to required standards.

OTHER DUTIES AS ASSIGNED

Please note this job description is not designed to cover or contain a comprehensive listing of all activities, duties or responsibilities that are required of the employee for this job. Duties, responsibilities and activities may change at any time with or without notice.

- Plan, prioritize, assign, lead and review the work of staff in maintenance work relating to streets, alleyways, right-of-way infrastructure, bike paths, bridges, and street sweeping.
- Act as a coach and mentor to team members; facilitate and participate in team member’s Individual Development Plans.
- Establish and maintain effective working relationships with team members and the general public.
- Recommend and assist in the implementation of goals and objectives; implement policies and procedures.
- May act in Streets Supervisor’s absence.
- Assist in establishing methods and schedules for operations and maintenance activities; coordinate work schedules with contractors and other City departments.
- Evaluate operations and activities in assigned areas of responsibility and recommend improvements and modifications.
- Investigate complaints and requests for service from the general public and recommend corrective actions.
- Facilitate monthly training meetings; assist in the training of staff.
- Develop and provide presentations on work areas and procedures to work team, at division meetings, department head meetings and to City Council.
- Schedule blue stake for utilities.
- Operate heavy construction equipment such as large dump trucks, loaders, cranes, graders, bulldozers, rollers, pavers and other equipment.
- Maintain records related to particular assignment; input and recall information into a database.

- Grade and crown City streets, roads and alley using a motor grader; roll asphalt.
- Install street barricades and cones prior to the performance of construction and repair activities; direct and control traffic around work sites.
- Read maps for the location and verification of work assignment and hazards such as manholes and sewer, gas, electrical, and water lines.
- Identify equipment needs for each assigned project; evaluate equipment condition and request needed repairs.
- Perform related duties as assigned.

When assigned to Pest Control function:

- Provide leadership to employees performing pest control functions; provide or coordinate training; ensure compliance with State certification and licensing requirements for all contractors and pest control staff.
- Maintain the City's pesticide and spray equipment inventory; maintain records and reports related to the application of chemical pesticides.
- Maintain and inventory pesticide storage buildings, pesticide vehicles and staff work areas according to State and Federal regulations.
- Mix and apply chemical pesticides to City parks, golf courses, buildings, right-of-ways, alleys and other property; complete daily logs and prepare organized and legible reports of all work performed; use computer for data entry and retrieval, report creation and filing and printing special requests.
- Assess and remove from City properties as required, bee colonies that pose any threat to public safety.
- Identify and create specific control plans for nuisance pests such as roaches, mosquitoes, rodents and birds and for any problematic weeds.
- Perform termite inspections in areas treated by outside contractors and notify supervisor of any termite activity in untreated city properties.
- Post notices regarding pesticide application prior to spraying; respond appropriately to requests and inquiries from the general public and other City staff.
- Calibrate equipment for accurate application of recommended amount of chemicals; use, clean and maintain spray equipment and other tools as required.
- Identify equipment needs for each assigned project; use mathematical skills involving fractions, decimals and percentages to calculate area and amount of chemical to be used.
- Utilize proper safety procedures and precautions related to all work performed.

COMPETENCIES		
CLASSIFICATION LEVEL	INCLUDES	COMPETENCIES
Foundational	All Employees	Inclusion, Communication, Interpersonal Skills, Integrity, Professionalism, and Willingness to Learn
Non-Supervisory	In Addition >	Teamwork, Customer Service, Initiative, and Dependability / Reliability

Supervisory	In Addition >	Staffing, Monitoring Work, Delegating, Development / Mentoring, and Support Others
Manager	In Addition >	Preparing / Evaluating Budgets, Monitoring / Controlling Resources, and Motivating / Inspiring
Deputy Director	In Addition >	Entrepreneurship and Networking
Director	In Addition >	Organizational Vision
<p><i>For more information about the City of Tempe's competencies for all classifications:</i> City of Tempe, AZ : Competencies</p>		

JOB DESCRIPTION HISTORY
<p><i>Effective November 1988</i> <i>Revised April 1997</i> <i>Revised November 2000</i> <i>Revised November 2001 (range adj due to market)</i> <i>Revised and Re-titled December 2005</i> <i>Revised January 2007 (added Pest Control assignments)</i> <i>Revised Dec. 2007 (changed exp. and DL requirement)</i> <i>Revised March 2019 (PW Reorg – moved to Engineering & Transp. Dept.)</i></p>

PHYSICAL DEMANDS AND WORK ENVIRONMENT

Job Title: Street Maintenance Team Leader

Job Code: 193

VEHICLE OPERATION	YES	NO
Will this position drive a City vehicle?	X	
Will this vehicle require a Commercial Drivers License?	X	

	Never 0% of time	Occas. 1-35% of time	Freq. 36-65% of time	Contin. 66-100% of time
--	------------------------	----------------------------	----------------------------	-------------------------------

WORK WITH OR EXPOSURE TO THE FOLLOWING				
Machinery*			X	
Electrical*		X		
Power Tools*		X		
Hand Tools*			X	
Personal Protective Equipment*			X	
Computer Software		X		
Fumes		X		
Chemicals		X		

ENVIRONMENT				
Indoors		X		
Outdoors			X	
Working in or around water		X		
Extreme Heat			X	
Extreme Cold		X		
Office Setting		X		
Confined Spaces	X			
Excessive Noise**			X	
Heights		X		
Sewage Exposure	X			
Bodily Fluid Exposure		X		

ENDURANCE				
Sit		X		
Stationary / Stand		X		
Traverse / Move			X	

VISION REQUIREMENTS	YES	NO
Close (clear vision at 20 inches or less)	X	
Distance (clear vision at 20 feet or more)	X	
Color (ability to identify and distinguish colors)	X	
Depth Perception (three-dimensional vision, ability to judge distances and spatial relationships)	X	
Peripheral (ability to observe an area that can be seen up and down or to the left and right while eyes are fixed on a given point)	X	
Ability to adjust focus (ability to adjust the eye to bring an object into sharp focus)	X	
No Special Vision Requirements		X

Maximum LIFT / CARRY	Lift	Carry	Maximum PUSH / PULL	Push	Pull
5-25lbs			5-25lbs		
26-50lbs			26-50lbs		
51-75lbs	X	X	51-75lbs		
76-100lbs			76-100lbs	X	X

MOVEMENT	YES	NO
Bend / Stoop / Twist	X	
Crouch / Squat	X	
Kneel / Crawl	X	
Above Shoulder Level	X	
Below Shoulder Level	X	
Repetitive Arm Use	X	
Repetitive Wrist Use	X	
Repetitive Hand Use	X	
Neck Range of Motion	X	
Climb Stairs / Ladders	X	
Traverse Uneven Surface	X	
Traverse Even Surface	X	

ADDITIONAL CONSIDERATIONS:
<ul style="list-style-type: none"> - May require working extended hours. - May work alone for extended periods of time. - CDL License, Class A with Tanker Endorsement.

*DEFINITIONS/EXAMPLES
Machinery: bucket truck, riding mowers, backhoe etc.
Electrical: wiring, outlets, fuses etc.
Power Tools: push mowers, jackhammers, drills, chainsaw etc.
Hand Tools: hammers, wrenches, shovels, wheel barrels, saws etc.
Personal Protective Equipment: respirators, Tyvek coveralls, hard hats, fall protection harness etc.

**** Hearing test is required**