

ITEM 4.10

CITY MANAGER'S REPORT JULY 11, 2022 CITY COUNCIL REGULAR MEETING

ITEM: **APPROVE THE RECLASSIFICATION OF ONE (1) PART-TIME SENIOR RECREATION LEADER POSITION TO A FULL-TIME SENIOR RECREATION LEADER POSITION IN THE RECREATION DIVISION, AND ONE (1) FULL-TIME MAINTENANCE WORKER POSITION TO A FULL-TIME MAINTENANCE SUPERVISOR POSITION IN THE STREETS AND MAINTENANCE DIVISION OF THE PARKS, RECREATION, AND MAINTENANCE SERVICES DEPARTMENT**

RECOMMENDATION: **Adopt a Resolution Approving the Reclassification of One (1) Part-Time Senior Recreation Leader Position to a Full-Time Senior Recreation Leader Position in the Recreation Division, and One (1) Full-Time Maintenance Worker to a Maintenance Supervisor in the Streets and Maintenance Division of the Parks, Recreation and Maintenance Services Department.**

SUMMARY:

Over the last 5 years, Lathrop's population has grown significantly. On May 2, 2022, the California Department of Finance issued a press release, reporting Lathrop's population of 31,331, effective January 1, 2022; a 6.6% change from 2021. This makes Lathrop the fastest growing City in the State of California. With this growth, it has become apparent that there is a need for further staff support with the existing and expanding Special Events in the Recreation Division, and with the growth in population, resulting in more traffic, there will be more needs from the Streets and Maintenance. In review of the Maintenance Services Supervisor job description an update was made in the Distinguishing Characteristics. The update includes removing the Utility and Streets Maintenance Superintendent title and replacing with Streets and Maintenance Manager.

BACKGROUND:

The Recreation Division of the City of Lathrop Parks, Recreation, and Maintenance Services Departments hosts over 25 annual Special Events throughout the year. Each event takes months of planning and organization, with the goal of making the best possible events for the Citizens of Lathrop in mind. This reclassification will also affect the Youth Development Teens with their day-to-day events and monthly Special Events. The Streets and Maintenance Division of the Parks, Recreation, and Maintenance Services Department is continually maintaining and repairing streets, roads, sidewalks, street signs, street lights, drain inlets, and all other aspects of Streets and Maintenance within the growing City, the continual expansion will now require a Supervisor as we have much more need in projects as well as daily supervision for the Streets and Maintenance Division.

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JULY 11, 2022 CITY COUNCIL REGULAR MEETING
APPROVE RECLASSIFICATION OF ONE PART-TIME SENIOR RECREATION LEADER
AND ONE FULL-TIME MAINTENANCE WORKER POSITION

RECOMMENDATION:

Adopt a Resolution Approving the Reclassification of One (1) Part-Time Senior Recreation Leader Position to a Full-Time Senior Recreation Leader, and One (1) Full-Time Maintenance Worker to a Full-Time Maintenance Supervisor in the Parks, Recreation, and Maintenance Services Department.

FISCAL IMPACT:

The proposed reclassifications will have total net change of \$110,485. The Full-Time Senior Recreation position will have a total net change of \$59,265. The Full-Time Maintenance Supervisor will have a total net change of \$51,220. The following budget amendments will be required for FY 22/23:

| | |
|---|----------|
| Decrease - Youth Development | |
| 1010-30-33-410-11-00 | \$5,455 |
| Increase - Special Events | |
| 1010-30-32-410-11-00 | \$64,720 |
| Increase - Park and Landscape Maintenance | |
| 1010-30-10-410-11-00 | \$51,220 |

ATTACHMENTS:

- A. A Resolution of the City Council of the City of Lathrop Approving the Reclassification of one (1) Part-Time Senior Recreation Leader to a Full-Time Senior Recreation Leader Position in the Recreation Division, and one (1) Full-Time Maintenance Worker to a Full-Time Maintenance Supervisor in the Streets and Maintenance Division of the Parks, Recreation, and Maintenance Services Department.

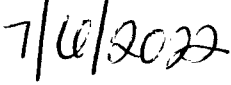
- B. Amended Job Description Maintenance Services Supervisor

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JULY 11, 2022 CITY COUNCIL REGULAR MEETING
APPROVE RECLASSIFICATION OF ONE PART-TIME SENIOR RECREATION LEADER
AND ONE FULL-TIME MAINTENANCE WORKER POSITION

APPROVALS:



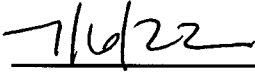
Todd Sebastian
Director of Parks, Recreation and
Maintenance Services



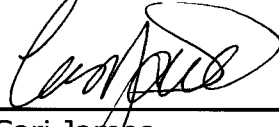
Date




Theresa Roland
Director of Human Resources



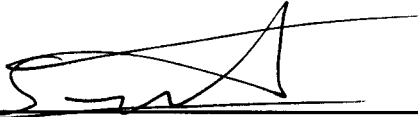
Date



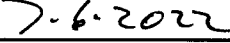
Cari James
Director of Finance




Date



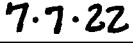
Salvador Navarrete
City Attorney



Date



Stephen J. Salvatore
City Manager



Date

RESOLUTION NO. 22-

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF LATHROP APPROVING THE RECLASSIFICATION OF ONE (1) PART-TIME SENIOR RECREATION LEADER POSITION TO A FULL-TIME SENIOR RECREATION LEADER POSITION IN THE RECREATION DIVISION, AND ONE (1) FULL-TIME MAINTENANCE WORKER POSITION TO A MAINTENANCE SUPERVISOR POSITION IN THE STREETS AND MAINTENANCE DIVISION OF THE PARKS, RECREATION, AND MAINTENANCE SERVICES DEPARTMENT.

WHEREAS, over the last 5 years, Lathrop's population has grown significantly to 31,331 as of January 1, 2022, a 6.6% change from 2021; and

WHEREAS, this makes Lathrop the fastest growing City in the State of California; and

WHEREAS, with this growth, there is a need for additional staff support due to expanding special events in the Recreation Division; and

WHEREAS, the Recreation Division of the City of Lathrop Parks, Recreation, and Maintenance Services Departments hosts over 25 annual special events throughout the year; and

WHEREAS, each event takes months of planning and organization, with the goal of making the best possible events for the residents of Lathrop in mind; and

WHEREAS, this reclassification will also affect the Youth Development Teens with their day to day events and monthly Special Events; and

WHEREAS, increased traffic requires increased services from the Streets and Maintenance Division of the Parks, Recreation, and Maintenance Services Department; and

WHEREAS, the Streets and Maintenance Division of the Parks, Recreation, and Maintenance Services Department is continually maintaining and repairing, streets, roads, sidewalks, street signs, street lights, Drain Inlets, and all other aspects of Streets and Maintenance within the growing City; and

NOW, THEREFORE, BE IT RESOLVED, that the City Council of the City of Lathrop does hereby approve the reclassification of one (1) part-time Senior Recreation Leader position to a full-time Senior Recreation Leader position in the Recreation Division, and One (1) Full-Time Maintenance Worker to a Full-Time Maintenance Supervisor in the Streets and Maintenance Division of the Parks, Recreation, and Maintenance Services Department; and

BE IT FURTHER RESOLVED, The following budget amendments are approved for FY 22/23:

Decrease - Youth Development

| | |
|----------------------|---------|
| 1010-30-33-410-11-00 | \$5,455 |
|----------------------|---------|

Increase - Special Events

| | |
|----------------------|----------|
| 1010-30-32-410-11-00 | \$64,720 |
|----------------------|----------|

Increase - Park and Landscape Maintenance

| | |
|----------------------|----------|
| 1010-30-10-410-11-00 | \$51,220 |
|----------------------|----------|

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The foregoing resolution was passed and adopted this 11th day of July, 2022, by the following vote of the City Council, to wit:

AYES:

NOES:

ABSENT:

ABSTAIN:

Sonny Dhaliwal, Mayor

ATTEST:

Teresa Vargas, City Clerk

APPROVED AS TO FORM:



Salvador Navarrete, City Attorney

**CITY OF LATHROP
MAINTENANCE SERVICES SUPERVISOR**

*Class specifications are only intended to present a descriptive summary of the range of duties and responsibilities associated with specified positions. Therefore, specifications **may not include all** duties performed by individuals within a classification. In addition, specifications are intended to outline the **minimum** qualifications necessary for entry into the class and do not necessarily convey the qualifications of incumbents within the position.*

DEFINITION:

Under direction, depending on assigned Department/Division performs the full array of the most difficult and complex skilled and semi-skilled work assigned to the Maintenance Worker series, including supervising, coordinating, directing and evaluating the work of staff involved in parks maintenance, street maintenance, facility maintenance, and facility custodial activities; assists in the research and implementation of new programs and projects; ensures safe work practices, work quality and accuracy; maintains appropriate work and project records which may include timecards, contract management, tool and supply inventory and work orders; serves as a technical expert in assigned field tasks and a resource for assigned staff; performs other related duties as required.

DISTINGUISHING CHARACTERISTICS:

Depending on assigned Department/Division the **Maintenance Services Supervisor** is the supervisory level classification responsible for overseeing an assigned maintenance function within the Parks and Recreation Department or the Public Works Department, including planning and scheduling staff assignments, monitoring work production and performing complex skilled work in the construction, maintenance and repair of streets, parks, buildings and public facilities, and provide lead direction and training to assigned crews. The incumbent provides ongoing monitoring of service delivery, and responds to customer complaints and concerns. This classification is distinguished from the next higher classification of the Streets and Maintenance Manager Utility and Streets Maintenance Superintendent in that the latter is responsible for the management of multiple operational and maintenance units within the Department.

SUPERVISION RECEIVED/EXERCISED:

Depending on assigned Department Division, if assigned to Public Works receives direction from the Utility and Streets Maintenance Superintendent, Public Works Director, or designee. If assigned to Parks and Recreation, receives directions from Parks and Recreation Director, or designee. Exercises direct and indirect supervision over assigned staff; may oversee work assignments performed by contract/contractor.

ESSENTIAL FUNCTIONS: *(include but are not limited to the following)*

- Plans, prioritizes, assigns, supervises and reviews the work of staff involved in the construction, maintenance and repair of City streets, parks, buildings and facilities; implements safety programs and ensures safe work practices, work quality and accuracy; oversees and monitors maintenance work and activities provided by outside contractors.
- Participates in the development and implementation of goals, objectives, policies and procedures; evaluates work methods and procedures for improving unit performance and meeting goals; ensures that goals are achieved; assists in the research and implementation of new programs.

MAINTENANCE SERVICES SUPERVISOR

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- Participates in the selection and training of maintenance personnel; assumes responsibility for motivating and evaluating assigned personnel; provides or arranges for necessary training; initiates discipline procedures as is appropriate.
- Develops and monitors schedules, methods and procedures for performing assigned duties; conducts daily inspections of work in progress; monitors work activities to ensure safe work practices, work quality and customer service; ensures compliance with applicable rules, policies and procedures; maintains appropriate work records and documents; prepares statistical and/or analytical reports on operations as necessary.
- Participates in the development of the maintenance services budget; assists in monitoring the approved budget; coordinates with outside vendors for various supplies and services; oversees and maintains the inventory, maintenance and operating condition of departmental tools, equipment and supplies; requisitions and orders needed materials, parts and equipment; responsible for tracking inventory of tools and supplies and providing inventory reports for budget purposes to the department's assigned Management Analyst or Finance Manager; responsible for tracking warranty items and submitting proper claims when necessary for repairs.
- Evaluates and recommends work projects and activities; estimates time, materials and equipment necessary for successful completion of work; identifies and reviews resource needs with appropriate management staff; allocates resources accordingly; schedules work with outside contractors and developers; attends pre-construction meetings.
- Participates in all maintenance activities, including sprinkler installation and repair, street maintenance, facility repairs and facility custodial activities; inspects streets, parks and facilities and identifies maintenance needs; supervises and assists in the application of herbicides and pesticides; supervises and participates in the operation of construction and maintenance equipment and/or machinery including construction vehicles, power tools and equipment.
- Coordinates, schedules and procures fleet maintenance service appointments and repairs for City fleet vehicles and heavy equipment; procures and applies proper purchasing procedures when selecting service repairs or purchasing replacement equipment; tracks mileage and provides reports of vehicles and equipment ready for surplus.
- Addresses and responds to customer service questions, inquiries and concerns; establishes and maintains a customer service orientation within the assigned unit.
- Establishes positive working relationships with representatives of community organizations, state/local agencies and associations, City management and staff, and the public.
- Responsible for overseeing adherence of maintaining hazardous materials and supply inventory in an organized, clean, and safe configuration; responsible for maintaining hazardous materials and supply inventory in an organized, clean, and safe configuration; provides inventory reports on a monthly basis for budgeting purposes and regulatory reporting.
- Ensure daily/weekly/monthly, etc. inspections of the facility are conducted, including all hazardous materials and hazardous waste; in absence of available staff conduct daily/weekly/monthly, etc. inspections of the facility, including all hazardous materials.

- Ensure ongoing maintenance and complete corrective actions are performed to maintain waste facilities and equipment in safe working condition in accordance with Permit conditions; in absence of available staff conduct ongoing maintenance, complete corrective actions to maintain waste facilities and equipment in safe working condition in accordance with Permit conditions.
- Follow procedures for waste management and hazardous material or chemical handling, including sampling, weighing, and storing chemical containers; provides reports on a monthly basis for regulatory reporting.
- Follow prescribed safety procedures and comply with state and federal laws regulating hazardous materials handling, hazardous waste management, and proper disposal methods.
- Participate in hazardous material and waste management training and professional development activities, including necessary certification.
- Assists with assigned Capital Improvement Projects as it relates to work in streets, storm drain basins, parks, buildings and public facilities.
- Performs other duties as assigned.
- **When assigned to Roads & Streets:** Serves as technical expert in assigned field; performs high level skilled street maintenance tasks involving the repair, maintenance and construction of curbs, gutters, sidewalks, streets, roadways, storm drains, pavement, and related facilities; removes debris from roads, drains, pedestrian walkways and public areas; performs weed abatement and graffiti removal; assists in the installation, maintenance and inspection of City signs, road markings, striping, and delineators; performs concrete sidewalk, curb, gutter, and ramp installation and repair; performs temporary and permanent pothole repairs and crack sealing; paints curbs; installs and repairs guardrails and barricades; mows and abates weeds on rights-of-way; sprays herbicides; conducts litter removal throughout the City.
- **When assigned to Buildings and Public Facilities:** Serves as technical expert in assigned field; performs the full range of custodial duties, including vacuuming, mopping, waxing and buffing floors; shampoos carpets; washes windows and performs miscellaneous custodial duties; performs interior and exterior painting and staining; performs maintenance, diagnostic and minor carpentry, plumbing and electrical work; assists in the assembly and moving of office furniture and equipment.
- **When assigned to Parks:** Serves as technical expert in assigned field; performs high level skilled maintenance, repair, construction and installation work in parks, landscape areas, and recreational facilities; cleans and maintains grounds, paved areas, paths and walkways; picks up trash and litter; opens, cleans and maintains all restrooms; installs, repairs and maintains irrigation systems; adjusts, repairs and replaces timing mechanisms; inspects playground materials as assigned to ensure equipment is ready for public use; performs weed control, shrub planting and trimming; mixes and applies herbicides and pesticides in a safe manner; operates and maintains a variety of hand and power landscaping tools and equipment.

PHYSICAL, MENTAL AND ENVIRONMENTAL WORKING CONDITIONS:

Position requires sitting, standing, walking on level and slippery surfaces, reaching, twisting, turning, kneeling, bending, stooping, squatting, crouching, grasping, and making repetitive hand movement in the performance of daily duties. The position also requires both near and far vision when inspecting work and operating assigned equipment. The need to lift, carry and push tools, equipment and supplies weighing 25 pounds or more is also required. Additionally, the incumbent in this outdoor position works in all weather conditions, including wet, hot and cold. The incumbent may use cleaning and lubricating chemicals which may expose the employee to fumes, dust and air contaminants, and may be exposed to mechanical hazards. The nature of the work also requires the incumbent to climb ladders, use power and noise producing tools and equipment, enter confined spaces, drive motorized vehicles and heavy equipment, work in heavy vehicle traffic conditions, and often work with constant interruptions. The incumbent may be required to respond to after hours emergency call-outs and perform routine standby duties.

Some of these requirements may be accommodated for otherwise qualified individuals requiring and requesting such accommodations.

QUALIFICATIONS: *(The following are minimal qualifications necessary for entry into the classification.)*

Education and/or Experience:

Any combination of education and experience that has provided the knowledge, skills and abilities necessary for a **Maintenance Services Supervisor**. A typical way of obtaining the required qualifications is to possess the equivalent of five years of increasingly responsible experience in street, parks or facilities maintenance, including two years of lead or supervisory experience, and a high school diploma or equivalent. Supplemental coursework or specialized training in construction, grounds maintenance or facilities maintenance is desirable.

License/Certificate:

Possession of, or ability to obtain a Class C California driver's license.

Training Requirements:

- Initial training - CA Title 22 Hazardous Waste Generator Training (4 hour), Site Specific Emergency Response Contingency Plan Action Guide Training (2 hour), HAZCOM Training (2 hour).
- Annual Refresher - CA Title 22 Hazardous Waste Generator Training (4 hour), Site Specific Emergency Response Contingency Plan Action Guide Training (2 hour), HAZCOM Training (2 hour).
- CPR/First Aid/AED, Blood Borne Pathogens
- Defensive Driving Course
- Traffic Control/Flagger

When Assigned to Parks

- Playground Inspection Training Certification Courses -
- PAPA / Pesticide Application Certification/Review, CA. Department of Pesticide Regulation Training Certified Irrigator Repair Certificate

When Assigned to Buildings and Public Facilities

- General Electrical Workshop Course - Basics to Troubleshooting

When Assigned to Roads & Streets

- PAPA/ Pesticide Application Certification/Review, CA. Department of Pesticide Regulation Training
- Certified Irrigator Repair Certificate

KNOWLEDGE/ABILITIES/SKILLS: *(The following are a representative sample of the KAS's necessary to perform essential duties of the position.)*

Knowledge of:

Modern principles and practices of street, parks and facilities maintenance and repair; operational characteristics of specialized construction, landscaping and maintenance tools and equipment; characteristics of irrigation systems, timers and controls; principles and practices of project development and cost estimating; principles and practices of budget development and administration; methods and techniques of supervision, training and motivation; applicable federal, state and local laws, codes and regulations; methods and techniques of scheduling work assignments; basic principles of mathematics and record keeping; occupational hazards and standard safety practices.

Ability to:

Supervise and direct the operations and activities of assigned maintenance units in the Public Works Department; plan, organize and direct the work of subordinate staff; safely operate a variety of tools and equipment used in construction, maintenance and repair; estimate time and materials for completion of projects; coordinate and conduct training programs for staff; respond to issues and concerns from the community; work independently and as part of a team; make sound decisions within established guidelines; follow written and oral directions; observe safety principles and work in a safe manner; communicate clearly and concisely, both orally and in writing; establish and maintain effective working relationships.

Skill to:

Safely and effectively operate a variety of maintenance and construction equipment, tools and materials; operate an office computer and a variety of software applications.