

RESOLUTION NO. 21-108

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF CARSON, CALIFORNIA, AMENDING THE CLASSIFICATION PLAN, RESOLUTION NO. 77-111, BY ADOPTING A REVISED JOB CLASSIFICATION SPECIFICATION AND FUNDING A POSITION FOR PUBLIC WORKS OPERATIONS MANAGER (CITY COUNCIL)

**WHEREAS**, the Meyers-Milias-Brown Act (the MMBA) (Government Code § 3500 et seq.) imposes on public employers and recognized employee organizations a “mutual obligation” to meet and confer regarding wages, hours, and other terms and conditions of employment, and thereby freely exchange information, opinions, and proposals to reach an agreement on matters within the scope of representation; and

**WHEREAS**, the Director of Human Resources and Risk Management is authorized and directed under provisions of Sections 2797.1 and 2797.3 of the Carson Municipal Code to prepare and recommend position classification and compensation plans, after consultation with the affected Directors, which becomes effective upon approval by the City Council; and

**WHEREAS**, Rule III of the City of Carson Personnel Rules provides that modification to the classification plan, embodied in Resolution No. 77-111, shall be made only after the Director of Human Resources and Risk Management consults with the affected Directors and affected recognized employee organizations; and

**WHEREAS**, the City of Carson desires to update the existing classification specification of **PUBLIC WORKS OPERATIONS MANAGER** to provide a current and accurate description of the various duties performed by said position; and

**WHEREAS**, the City of Carson desires to approve and fund the position of **PUBLIC WORKS OPERATIONS MANAGER** which will require reallocation of funding within the Public Works Department; and

**WHEREAS**, this Resolution is not intended to approve and fund more than one (1) **PUBLIC WORKS OPERATIONS MANAGER** position; and

**WHEREAS**, the Director of Human Resources and Risk Management has consulted with the affected parties and has met and conferred with the representatives of the affected recognized employee organizations pursuant to its obligations under the MMBA, concerning the revised classification specification for the **PUBLIC WORKS OPERATIONS MANAGER**.

**NOW, THEREFORE, THE CITY COUNCIL OF THE CITY OF CARSON, CALIFORNIA, HEREBY FINDS, DETERMINES AND RESOLVES AS FOLLOWS:**

**Section 1.** The above recitals are true and correct.

**Section 2.** The revised classification specification for **PUBLIC WORKS OPERATIONS MANAGER**, (Salary Range 504, \$10,761 - \$13,734), attached hereto as Exhibit A, assigned to the Association of Management Employees (AME), is hereby adopted.

**Section 3.** The position of **PUBLIC WORKS OPERATIONS MANAGER** is hereby approved and funded with the department providing the funding through reallocation of its existing budget;

**Section 4.** The Chief Deputy City Clerk shall certify to the adoption of this resolution and deem it effective as of September 7, 2021, the same shall be in force and effect.

**PASSED, APPROVED and ADOPTED** this 7<sup>th</sup> day of September, 2021.

\_\_\_\_\_  
**LULA DAVIS-HOLMES, MAYOR**

**ATTEST:**

\_\_\_\_\_  
**JOHN CARROLL, CHIEF DEPUTY CITY CLERK**

**APPROVED AS TO FORM:**

\_\_\_\_\_  
**SUNNY K. SOLANTI, CITY ATTORNEY**

STATE OF CALIFORNIA            )  
COUNTY OF LOS ANGELES    ) ss.  
CITY OF CARSON                    )

I, John Carroll, Chief Deputy City Clerk of the City of Carson, California, do hereby certify that the whole number of members is four; that the foregoing resolution, being Resolution No. 21-108 was duly and regularly adopted by said City at a regular meeting duly and regularly held on the 7<sup>th</sup> day of September 2021, and that the same was passed and adopted by the following vote:

AYES: COUNCIL MEMBERS:

NOES: COUNCIL MEMBERS:

ABSTAIN: COUNCIL MEMBERS:

ABSENT: COUNCIL MEMBERS:

By: \_\_\_\_\_  
Chief Deputy City Clerk

## **PUBLIC WORKS OPERATIONS MANAGER**

### **Job Summary:**

Under direction of the Director of Public Works, performs project management duties for the Public Works Department's Engineering, Operations and Maintenance Divisions including Engineering, Facilities, Landscape Maintenance, Right of Way, and Fleet Maintenance. Key skills and tasks include understanding the principles, practices, rules and regulations of engineering, construction and maintenance activities; maintaining records and ensuring compliance with applicable safety standards and procedures; and supervising and evaluating the performance of assigned staff. Under the direction of the Director of Public Works plans, directs, organizes and administers the City's Capital Projects and the related professional services and construction management; participates in the development of the Department's annual budget; and performs related duties as assigned.

### **Essential Duties and Responsibilities:**

(These functions are representative and may not be present in all positions in the class. Management reserves the right to add, modify, change or rescind related duties and work assignments.)

1. **Administration of Capital Projects.** Plans, organizes, directs, controls, integrates and evaluates the Capital Project program in Public Works. Working through the City engineer and project managers, assists, directs and implements, as required, the development of complex engineering design and construction packages for major capital projects primarily in the areas of ground transportation, sustainability, and storm water infrastructure. Ensures the maintenance of detailed records of construction project management activities and results; ensures the timely and accurate completion of construction as-built drawings, reports, certificates and related documentation. Directs and ensures the City has the rights needed for projects including right-of-way and utility relocation.
2. **Engineering and Design.** Oversees and provides technical expertise to staff and consultants responsible for the development of engineering designs, environmental documents, plans, specifications and project cost/budget estimates; and, ensures that project design and construction meet established objectives and agreed-upon requirements of the state and various project-funding sources, are cost effective, and are in compliance with regulatory requirements. In conjunction with the City Engineer and Director of Public Works, and as required, reviews and approves designs, technical studies, financial cost projections and specifications; prepares correspondence on technical engineering issues; makes authoritative interpretations of applicable laws, regulations, policies, and design standards; revises and approves construction documents as needed; reviews, approves, signs, seals and submits engineering plans.
3. **Contracting.** Oversees the solicitation of proposals from consultants and contractors and works with engineers and maintenance personnel to develop and/or approve scopes of services; participates in bid review, interviews, evaluations and negotiations with proposal respondents; provides input on awards to the Director of Public Works; ensures consultant/contractor work is in compliance with the local, state and federal laws, standards and funding requirements; reviews and approves consultant invoices, as required.
4. **Operational Supervision.** Identifies and assists with the implementation of operational standard operational procedures (SOPs) and maintenance procedures. Analyzes and updates operational systems and controls, practices, procedures and policies; works closely with internal and external auditors to develop remedies for audit discrepancies, as required; reviews and ensures adequate internal controls for all areas of direct responsibility.
5. **Safety and Hazardous Materials.** Ensures the safety plan is enforced through monitoring reporting procedures and spot checks in the field; serves as safety liaison for emergency responses. Monitors and inspects contracted routine and non-routine maintenance work to

ensure compliance with specifications. Participates in the preparation and presentation of safety training; observes and enforces safety practices and procedures. Participates as a member of the city's Emergency Response Team in time of disaster or other emergency. Acts as the city's hazardous material first responder.

6. **Budgeting and Strategic Planning.** Leads the development of and monitors performance against the Department's annual budget; with managers and supervisors, manages and directs the development, implementation and evaluation of Departmental plans, policies, systems, and procedures to achieve long-term and annual goals, objectives and work standards. Directs the preparation and the administration of divisional operating budget; oversees and directs the capital project and construction program and individual project cost estimation, budget management and scheduling processes; ensures standardization of capital project and construction processes and activities including reporting, cost estimating, budgeting and schedule management; ensures that financial and tracking reports, invoices and payments are accurate and submitted in a timely manner. With other members of senior management, participates in the development and implementation of the City's strategic plans, goals, and objectives as they pertain to Public Works; implements City Council, departmental and divisional policies, plans and strategies.
7. **Management and Supervision.** In accordance with the City's human resources policies and provisions, interviews and participates in selecting new staff; supervises and evaluates the performance of assigned employees; establishes performance requirements and professional development targets; regularly monitors staff performance and provides training, coaching and mentoring for performance improvement; implements the progressive discipline process to address performance deficiencies; performs other activities relevant to supervision of assigned staff.
8. Plans and coordinates public outreach efforts; assesses community values, concerns, opinions and briefs management and employees, as requested.
9. Prepares and coordinates a variety of reports and records; attends city and regional agency meetings, as requested; performs analysis and prepares reports for the City Council and various committees.
10. Communicates with city staff, and outside agencies; responds to public inquiries and complaints, as requested.
11. Performs related duties as required.

#### **License and Certificate:**

Applicants must possess a valid Professional Engineering license (PE) in the State of California. Possession of a valid California Class C driver's license. Employee in this classification will be enrolled in the Department of Motor Vehicles (DMV) Government Employer Pull Notice Program, which confirms possession of a valid driver's license and reflects driving record.

Preferred

Certified Construction manager from the Construction Management Association of America  
Project management Professional (PMP) certification

#### **Education and Experience:**

Graduation from an accredited four-year college or university with a bachelor's degree in civil engineering, construction management, project management, architectural engineering, geotechnical engineering, or a related engineering field.

Ten years of progressively responsible experience in engineering, construction, and project management, at least five of which were at a manager level; or an equivalent combination of education, training, and experience.

Experience in civil design/construction, street construction and traffic signalization is particularly relevant.

#### **Knowledge of:**

- Construction blueprints.

- Tools, equipment, methods, and techniques used in the maintenance and improvement of public works projects.
- Operation and maintenance of equipment used in public works activities.
- Principles and practices of supervision, training, and evaluation.
- Routine record-keeping technique and inventory control methods.
- Basic budgeting and purchasing practices and procedures.
- Computers and related software.
- Appropriate safety practices and procedures.
- Applicable laws, codes, regulations, policies, and procedures.
- Applicable sections of the California Vehicle Code.

**Skill and Ability to:**

- Plan, coordinate and supervise public works operations.
- Estimate cost and material needs for work projects.
- Supervise the operation and maintenance of a variety of maintenance tools, equipment, and/or vehicles.
- Read and interpret construction blueprints.
- Observe and enforce safety practices and procedures.
- Maintain routine records and prepare reports.
- Effectively communicate orally and in writing.
- Establish and maintain effective working relationships with others.
- Prepare budget and cost estimates and periodic activity reports.
- Train, supervise, and evaluate personnel.
- Read, interpret, apply, and explain codes, rules, regulations, policies, and procedures.

**Physical Requirements and Working Conditions:**

Employee accommodations for physical or mental disabilities will be considered on a case-by-case basis. Positions in this class normally:

- Require the mobility to stoop, reach, crouch, and bend.
- Require mobility of arms to reach and dexterity of hands to grasp and manipulate small objects.
- Require the ability to talk, hear and see.
- Require the ability to stand for long periods and/or walk long distances.
- Perform work that involves lifting, pushing and/or pulling of objects, which may be approximate 50 pounds and is an infrequent aspect of the job.
- May be required to work with harsh and/or hazardous materials.
- May be required to wear protective apparel including goggles, face protectors, aprons, and safety shoes.
- Require to respond to emergency situations.
- Are subject to outside and inside environmental conditions.
- May be required to work around loud noise, moving mechanical parts and/or around electrical current.
- May be required to drive city and/or personal vehicle during the scope of employment.