

POSITION DUTY STATEMENT

DOT PM-0924 (REV 01/2025)

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|--|--|--------------------------|
| CLASSIFICATION TITLE<br>CT Maintenance Area Supt | OFFICE/BRANCH/SECTION<br>03/709/Sutter Sierra Region |                          |
| WORKING TITLE<br>ASSET Program Superintendent    | POSITION NUMBER<br>903-709-6282                      | REVISION DATE<br>01/2025 |

As a valued member of the Caltrans team, you make it possible to improve lives and communities through transportation.

GENERAL STATEMENT:

Under the general direction of a Caltrans Maintenance Manager I, the Caltrans Maintenance Area Superintendent will act as the Maintenance Training Instructor/Qualifier Coordinator for the Advanced Sutter Sierra Equipment Training (ASSET) program. Responsibilities include the proper use, operation, servicing, minor repair and adjustment of automotive and heavy maintenance equipment, trucks, mowers, loaders, air compressors, tractors, motor graders, street sweepers, diesel and gasoline engines, and other types of equipment used in Caltrans maintenance work. Organizes training courses and materials, researches course content and evaluates the performance of students. Possession of a valid, unrestricted, Class "A" Commercial Driver's License (CDL) with a tanker endorsement is required.

CORE COMPETENCIES:

As a CT Maintenance Area Supt, the incumbent is expected to become proficient in the following competencies as described below in order to successfully perform the essential functions of the job, while adhering to and promoting the Department's Mission, Vision, Values, Strategic Imperatives and Goals. Effective development of the identified Core Competencies fosters the advancement of the following Leadership Competencies: Change Commitment, Risk Appetite, Self-Development/Growth, Conflict Management, Relationship Building, Organizational Awareness, Communication, Strategic Perspective, and Results Driven.

- Managing Change:** Demonstrating support for organizational changes needed to improve the department's effectiveness; supporting, initiating, sponsoring and implementing change. (Employee Excellence - Collaboration)
- Decision Making:** Makes critical and timely decisions. Takes charge. Supports appropriate risk. Makes challenging and appropriate decisions. (Employee Excellence - Innovation)
- Initiative:** Ability to identify what needs to be done and doing it before being asked or required by the situation. Seeks out others involved in a situation to learn their perspectives. (Safety - Pride)
- Conflict Management:** Recognizes differences in opinions and encourages open discussion. Uses appropriate interpersonal styles. Finds agreement on issues as appropriate. Deals effectively with others in conflict situation. (Employee Excellence - Equity)
- Relationship Building:** The ability to develop and maintain internal and external trust and professional relationships, which includes listening and understanding to build rapport. (Employee Excellence - Integrity)
- Organizational Awareness:** Contributes to the organization by understanding and aligning actions with the organization's strategic plan, including the mission, vision, goals, core functions, and values. (Safety - Equity)
- Communication:** Expresses oneself clearly in all forms of communication. Gives feedback and is receptive to feedback received. Knows that listening is essential. Keeps others in the Division and other functional units informed as appropriate. (Safety - Collaboration)
- Forward Thinking:** Anticipates the implications and consequences of situations and takes appropriate actions to be prepared for possible contingencies. Anticipates and prepares for future developments. (Employee Excellence - Equity)
- Managing Performance:** Responsible for employee performance, setting clear goals and expectations, tracking progress against departmental and unit goals, providing feedback, and addressing performance issues promptly. (Safety - Equity)

TYPICAL DUTIES:

Percentage  
Essential (E)/Marginal (M)<sup>1</sup>      Job Description

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| 45% | E | Serve as the District 03 Equipment Trainer/Qualifier Coordinator. Will work closely with the Maintenance Equipment Training Academy (META) coordinators, District Maintenance Managers, Superintendents and Supervisors to ensure that the district has a sufficient number of qualified trainers and qualified Caltrans personnel stationed throughout District 03. Will plan for and ensure that maintenance staff is sufficiently trained and qualified on equipment in their assigned unit and other units they may be loaned to, which includes the needs of winter operations and emergency/natural disasters. Performs hands-on equipment demonstrations. Evaluates Caltrans employees equipment performance qualifications to maintain proficient operating skills and demonstration of desirable techniques when operating motorized equipment used in highway maintenance and construction. Researches rules and regulations in order to develop training courses and methods of delivery for courses to be presented to Caltrans employees. Researches subjects for the updating of existing courses and for new courses. Gathers and distributes training materials at training sites for preparation of training courses. |
| 30% | E | Works with the Contracts/Budgets Superintendent preparing and developing the training budget for future needs and costs of training facilities, equipment, supplies and services. Maintains complete licensing and training records for each Maintenance employee, including imputing records into the Learning Management System (LMS). Ensures all employees are scheduled for training. Through research, locates and reserves appropriate training facilities; negotiates with Caltrans supervisors, instructors and contractors to ensure availability and set up training schedules. Researches, locates, reviews, authorizes and purchases training materials; administers contracts as necessary, processes pay documents for contractors, instructors and training facilities and materials.  |
| 15% | E | Travel within the Sutter Sierra Region, as well as other Regions and Districts, may be required for on-site training and equipment qualifications. This may include travel during winter months in inclement weather. Act as back-up support for the Region Support Superintendent in the areas of facilities and equipment. Act as equipment liaison to Shop 3.   |
| 10% | M | Assists with various other Maintenance Support activities.   |

<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**

This position will supervise multiple Caltrans Maintenance Supervisors and will provide leadership in a training atmosphere to many Caltrans Equipment trainees throughout the district.

**KNOWLEDGE, ABILITIES, AND ANALYTICAL REQUIREMENTS**

Must have knowledge of materials, methods and equipment used in the maintenance and operation of highways. Possession of a valid, unrestricted, Class "A" Commercial Driver's License (CDL) with a tanker endorsement is required. Must have general knowledge of the many different types of maintenance equipment and have the ability to operate, service and make minor adjustments and repairs to the equipment. Must have knowledge of safety procedures pertinent to work duties including work area protection, equipment operation and proper lifting. Must have knowledge of the California Vehicle Code as it applies to the loading and operation of motor vehicles, and knowledge of Caltrans policies for equipment maintenance, servicing of equipment and proper documentation thereof. Must have basic knowledge of the Integrated Maintenance Management System (IMMS), Microsoft Word, Excel and Outlook. Must have the skill to analyze various situations accurately and in a timely manner, as well as develop sound alternatives when necessary.

**RESPONSIBILITY FOR DECISIONS AND CONSEQUENCES OF ERROR**

Inaccurate instruction or incorrect judgment may result in safety hazards, grounds for grievance, damaged equipment and unnecessary cost and time loss. Erroneous decisions may also cause a loss of credibility to the District 03 training unit.

**PUBLIC AND INTERNAL CONTACTS**

Will have frequent and regular contact with Maintenance field employees, Supervisors, Management and staff at the District Office and Headquarters levels. Must conduct activities in a manner that projects a positive image of the Department, and its policies and goals.

**PHYSICAL, MENTAL, AND EMOTIONAL REQUIREMENTS**

The position requires the physical ability to mount, dismount, operate, crawl under and service trucks and equipment unaided. Must have the physical ability to squat, kneel, crawl, sit, twist, walk on uneven ground, or work above ground on aerial

**ADA Notice**

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equipment. Power grasping of tools and equipment is required. Must be able to lift heavy objects that will be used as training aids, materials, traffic barriers and cones; move and set up temporary structures utilized for protecting outdoor training areas. Other occasional work will require full mobility, agility and physical strength. Must be able to stand and walk for up to four hours at a time while presenting field-training courses during inclement weather. Must stand and move about the classroom while presenting formal training for up to two hours at a time. Hearing, vision and speech must be within normal parameters for presentation of indoor/outdoor training during field situations. Sustained mental activity is required to design and create accurate and professional training course materials, handouts, textbook copies and graphics. Must possess strong analysis and reasoning skills, in order to facilitate the production of quality training reports and evaluations by deadline dates. Organizational skills are required for the planning and execution of training plans and scenarios.

WORK ENVIRONMENT

Employee will be required to work outdoors and may be exposed to dirt, noise, uneven surfaces, extreme heat or cold. Travel will require the employee to spend long periods of time in a vehicle driving to remote field training locations . Will also work in a climate-controlled office and artificial light. During the process of completing office assignments, prolonged sitting at a desk under artificial light while using a personal computer will be required. Due to periodic problems with the heating and air conditioning, the building temperature may fluctuate.

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.)

I agree that by providing my electronic signature for this form, I agree to conduct business transactions by electronic means and that my electronic signature is the legal binding equivalent to my handwritten signature. I hereby agree that my electronic signature represents my execution or authentication of this form, and my intent to be bound by it.

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 |
|------------------------|------|