

Duty Statement – Leadership

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Duty Statement

☐ Current ☒ Proposed

RPA Number:	Classification Title: Air Resources Supervisor I	Position Number: 673-610-3762-018
Incumbent Name:	Working Title:	Effective Date: 8/1/2026
Tenure: Permanent	Time Base: Full-Time	Intermittent Hours Per Month: n/a
Division/Office: Mobile Source Control Division	Section/Unit: Fleet Modernization and Support Section	Reporting Location:
Supervisor's Name:	Supervisor's Classification: Air Resources Supervisor II	CBID: S09
Confidential Designation: ☐ Yes ☒ No	Designated Position for Conflict of Interest: ☒ Yes ☐ No	Position Telework Eligible: ☒ Yes ☐ No
Supervision Exercised: ☐ Managerial ☒ Supervisory		

General Statement

The Fleet Modernization and Support Section is responsible for a number of outreach and incentives activities designed to reduce criteria pollutant and greenhouse gas emissions from mobile sources (such as heavy-duty vehicles) and promote the use of advanced technologies in commercial applications. Such activities directly support the Drive Forward initiative, the Diesel Risk Reduction Plan, AB 32, and multiple Executive Orders to reduce petroleum dependence and deploy zero-emission vehicles, and include:

- 1) Educating governments, school districts, and business entities about compliance with regulations and advanced technology applications and options, while also raising awareness of incentives programs that promote emissions reductions.
- 2) Coordinating CARB's portfolio of school bus clean-up incentives internally and externally. Tracking the California school bus population and generating an annual report for the legislature on the milestones achieved by state school bus incentives programs.
- 3) Designing and implementing grants within CARB's portfolio of incentives, the Lower Emission School Bus Program, and CARB's loan assistance program for heavy-duty truck owners.
- 4) Supporting the broader compliance assistance and outreach goals of the Branch, including enhancing the equity focus and accessibility of current programs.

Competencies

All employees are responsible for understanding and demonstrating the core competencies of collaboration, communication, customer engagement, digital fluency, diversity and inclusion, innovative mindset, interpersonal skills, and resilience.

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Supervisors and managers are responsible for understanding and demonstrating the leadership competencies of business acumen, inspirational leadership, results-oriented, stewardship, talent management, and vision & strategic thinking.

Position Description

Under the direction of the Air Resources Supervisor II, the Air Resources Supervisor I leads the Fleet Modernization and Support Section, overseeing staff and directing activities that support heavy-duty incentive programs, school bus modernization efforts, and compliance assistance for the Clean Truck Check program. The incumbent ensures clear and consistent outreach materials, maintains accountability and transparency in incentive program administration, and collaborates with governmental partners, grant administrators, and community organizations. The role advances branch and division priorities by promoting effective engagement, supporting clean transportation initiatives, and fostering a productive, well-coordinated team environment.

% of Time	Essential Functions
35	Plan, organize and direct the activities of the Section. This includes: developing compliance and incentive assistance strategic plans, making recommendations and decisions on staff assignments, developing standards for work products, monitoring work, evaluating staff performance, ensuring that staff has resources needed for work, creating a supportive work environment; resolving conflicts; providing staff training and development; facilitating collaboration of section staff internally and externally to create and support effective teams for a variety of projects; work collaboratively with other section managers; and support the Branch Chief to develop and achieve program objectives.
25	Perform activities related to heavy-duty incentives, specifically for school buses, in coordination with federal, state, and local governments and community organizations. Work closely with grant administrators and grant recipients to promote and maximize investments. Maintain transparency and accountability of incentives programs through regular program and file reviews. Research and report on school bus population, incentives milestones, and need for school bus funding.
25	Oversee the creation of and maintenance of effective compliance assistance materials and outreach events for the Clean Truck Check program. Convey consistent and accurate content for the regulated entities. Utilize standard and innovative mechanisms to reach all affected parties, including disadvantaged communities, and interested stakeholders.

% of Time	Marginal Functions
10	Assess and engage in opportunities to collaborate across programs to support clean transportation programs in the heavy-duty sector.
5	Manage activities associated with personnel and office administration (e.g. personnel hires, monthly time and travel reports, etc).

Typical Physical Conditions/Demands

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This position requires frequent sitting, standing, walking, bending, and reaching. It also involves regular use of hands, wrists, and fingers for keyboarding, writing, and handling documents. The incumbent may occasionally need to move items weighing up to 25 pounds. Periodic exposure to outdoor weather conditions, dust, or noise may occur.

Typical Working Conditions

The incumbent works in a smoke-free environment on the 5th floor of a high-rise office building in downtown Sacramento. The work schedule is Monday through Friday. Mandatory overtime, including evening and weekend work, may be necessary. Travel may be required locally and within the state.

Special Requirements of Position (Check all that apply):

- ☐ Duties may require pre-employment and routine screenings (background/criminal/fingerprint clearance, drug testing, fingerprinting, physical, etc.).
- ☒ Duties require participation in the DMV Pull Notice Program.
- ☐ Performs other duties requiring high physical demand. (Explain below)
- ☐ Requires repetitive movement of heavy objects and/or operation of heavy machinery or motorized vehicles.
- ☒ Travel up to ____25__ percentage
- ☐ Bilingual Fluency needed in _____(language)
- ☐ Other-

Supervisor Statement

I certify that this duty statement accurately describes the essential functions of this position. I have discussed the duties of this position with the employee and provided the employee with a copy of this duty statement.

Supervisor Name:	Supervisor Signature:	Date: Date
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Employee Statement

I have discussed these duties with my supervisor and have been provided a copy of this duty statement. I certify that I have read, understand, and can perform the duties of this position either with or without reasonable accommodation*.

** Reasonable accommodation is any modification or adjustment made to a job, work environment, or employment practice or process that enables an individual with a disability or medical condition to perform the essential functions of his or her job or to enjoy an equal employment opportunity. (If you believe reasonable accommodation is necessary, check yes. If unsure of a need for reasonable accommodation, inform the hiring supervisor, who will discuss your concerns with the Reasonable Accommodation Coordinator.)*

Do you need reasonable accommodation to perform the essential functions of this position?		
☐ Yes ☐ No		
Employee Name:	Employee Signature:	Date: Date

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Definitions/Instructions

RPA Number – RPA number as provided by Position Control

Classification Title – Official classification title as per CalHR

Position Number – Full position number (agency-unit-class-serial, e.g., 673-810-5142-###)

Incumbent Name – Current employee

Working Title – This may differ from the classification title.

Effective Date – Day incumbent signed new or revised duty statement.

Tenure – Select from Permanent, Limited-Term, Retired Annuitant, etc.

Time Base – Select from Full-Time, Part-Time, Intermittent, etc.

Intermittent Hours per Month – Intermittent hours worked.

Division/Office – Name of division or office name of the position

Section/Unit – Name of section or unit of the position

Reporting Location – Where the position reports

Supervisor's Name – Current supervisor

Supervisor's Classification – Current supervisor's classification

CBID – Bargaining Unit of the position. Bargaining Unit numbers can be found using the [CalHR Bargaining Unit Search](#) page.

Confidential Designation – Confidential Designation is for employees with a CBID of E48

Designated Position for Conflict of Interest – Refer to [CARB's Conflict of Interest Code](#) or [CalEPA's Conflict of Interest Code](#) for designated positions.

Position Telework Eligible – Will vary as per the CARB's telework policy.

Supervision Exercised – Contingent upon job needs and duty requirement. For allocation reach out to HR for assistance.

General Statement – Provide a summary of the main purpose and functions of the position as it relates to the Agency, 3-5 sentences.

Example: To provide human resources guidance to the programs of the California Air Resources Board (CARB) and the California Environmental Protection Agency (CalEPA) through providing timely, accurate, and customer service-oriented human resources support.

Competencies – Review [definitions of competencies](#) below.

Position Description – Provide a brief overview of the position and its main functions related to the Division.

Example: Under the general direction of the Administrative Services Division (ASD) Chief (CEA Level B), the Human Resources Branch Chief ensures the Department's personnel programs follow laws, regulations, policies, and best practices. Provides direction, guidance, and consultation to the CARB and CalEPA management and executive teams. Performs as subject matter expert to managers and supervisors on personnel-related matters. Serves as the Department's technical expert for personnel matters and handles the most critical and sensitive human resources matters.

Essential Functions – The fundamental job duties of the position. Essential Functions are recommended to be no higher than 40% nor lower than 10%. Essential Functions are the duties the

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position exists solely to perform. There are a limited number of employees available to perform these functions and they're typically highly specialized.

Marginal Functions – Other job duties related to the position that are not primary functions (i.e., may be completed/assigned to another employee). Marginal Functions are recommended to be no higher than 10%. **Percentages of Essential and Marginal Functions shall add up to 100%.**

Typical Physical Conditions/Demands – The level and duration of physical exertion generally required to perform the tasks required for the position.

Example: This position requires frequent sitting, standing, walking, bending, and reaching. It also requires frequent use of hands, wrists, and fingers for keyboarding and document manipulation. Moving objects weighing up to 25 pounds may be necessary. Occasionally, you may be exposed to outdoor weather, dust, or noise.

Typical Working Conditions – Refers to the working environment and work schedule. Details about any travel requirements may also be listed here.

Example: The incumbent works in a smoke-free environment on the 19th floor of a high-rise office building in downtown Sacramento in an enclosed, non-windowed office cubicle. The work schedule is Monday through Friday. Mandatory overtime, including evening and weekend work, may be necessary during the year-end closing process or when the department is mission tasked. Travel may be required locally and within the state.

Special Requirements of Position – Check all that apply

Supervisor Statement – Refer to job duties

Employee Statement – Refer to job duties

Supervisors forward the signed copy of the duty statement to their [Division HR Liaison](#) to be placed in the employee's Official Personnel File.

Definitions of Competencies

Effective development of the identified Core Competencies fosters the advancement of the following: Collaboration, Communication, Customer Engagement, Digital Fluency, Diversity and Inclusion; Innovative Mindset, Interpersonal Skills, and Resilience.

- **Collaboration** – Develops, maintains, and strengthens relationships while working together to achieve results.
- **Communication** – Listens, writes, and presents ideas, opinions, and information virtually and in person with diverse audiences.
- **Customer Engagement** – Creates a connection with internal and external customers through passive experiences and exceptional service in response to current and future needs.
- **Digital Fluency** – Use technology effectively in the performance of one's job, including integrating and accepting new technology when appropriate.
- **Diversity and Inclusion** – Works effectively in an inclusive workplace where individual differences and perspectives are respected and leveraged to achieve organizational goals.
- **Innovative Mindset** – Demonstrates curiosity, develops new insights, considers creative approaches, and applies novel solutions.
- **Interpersonal Skills** – Interacts positively with courtesy, sensitivity, and respect with various individuals and makes every effort to understand and relate to others; includes managing feelings effectively, expressing oneself appropriately and working with others towards a common goal.

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- **Resilience** – Overcomes challenges, performs well, and remains optimistic and committed under pressure and adversity.

Effective development of the identified Leadership Competencies fosters the advancement of the following: Business Acumen; Inspirational Leadership; Diversity, Equity, Inclusion and Belonging; Results-Driven; Stewardship; Talent Management; Vision and Strategic Thinking.

- **Business Acumen** – Understands and demonstrates sound judgment, fiscal competence, and organizational business knowledge to optimize the quality of operations and services.
- **Inspirational Leadership** – Energizes and creates a sense of direction, purpose, excitement, and momentum for the organization's mission. Creates a positive work environment offering clarity around goals and objectives and ensuring those leading work efforts do so collaboratively to achieve results.
- **Results-Driven** – Focuses efforts to efficiently achieve measurable, customer-driven, and equitable results consistent with the organization's mission, goals, and objectives.
- **Stewardship** – Focuses on being responsible and accountable for managing resources well, choosing to use influence to serve the long-term collective good of the public. Places public interests above self-interests and focuses on the larger purpose or mission of the organization.
- **Talent Management** – Seek to transform our policies, procedures, practices, and culture to ensure our staff reflects the people we serve; able to identify and address structural racism in the agency.
- **Vision and Strategic Thinking** – Supports, promotes, and ensures alignment with the organization's vision and values. Creates a compelling future state of the unit or organization. Understands how an organization must change considering internal and external trends and influences.